

# Lake Forest Lacrosse Association

Executive Director / CEO

EIN 453755174

IL · NTEE N60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Chris Keating, Executive Director / CEO** (\$2,535) against **every comparable organization** that fit the selection criteria — **189** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 7<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

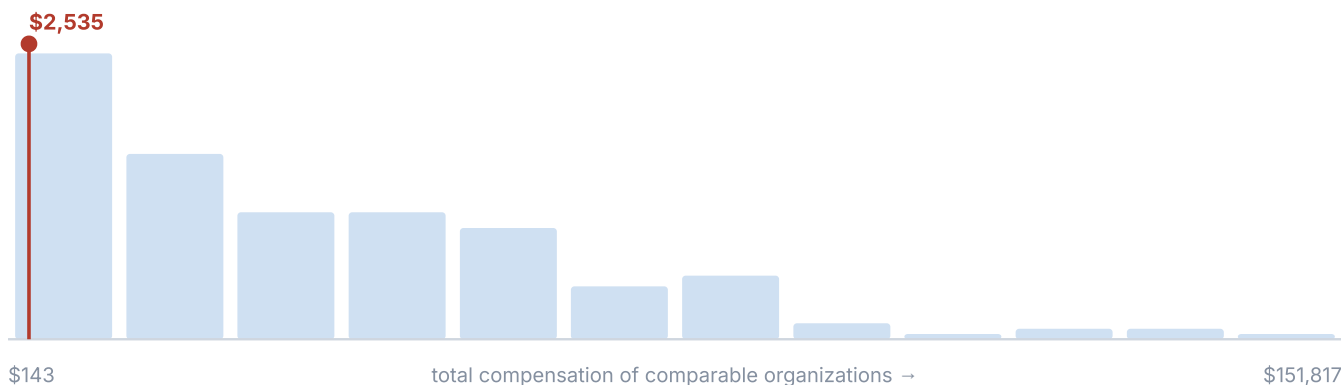
**Benchmarked executive:** Chris Keating — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between \$191,467 and \$428,659 — 0.67x to 1.50x the subject's \$285,773 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

**189** organizations qualified on sector, size, and geography → **189** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,076	\$10,150	\$27,317	\$53,232	\$78,452	<b>\$2,535</b>
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## ■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to IL cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Stage Door Dance Company</a>	VA	\$286,708	President	\$17,975	<b>\$17,654</b>	2024
<a href="#">Blue Valley Junior Athletic Association</a>	KS	\$284,828	President	\$45,450	<b>\$51,419</b>	2023
<a href="#">Ann Arbor Rowing Club</a>	MI	\$283,575	Director	\$41,156	<b>\$43,209</b>	2024
<a href="#">Blue Banner Volleyball</a>	CA	\$283,377	President	\$20,244	<b>\$18,306</b>	2023
<a href="#">The Lacrosse Club Inc</a>	MD	\$288,741	President	\$81,545	<b>\$79,837</b>	2023
<a href="#">Progression Sports Performance Inc</a>	CA	\$280,698	President	\$31,356	<b>\$27,541</b>	2024
<a href="#">Wayzata Lacrosse Association</a>	MN	\$280,014	Secretary	\$1,500	<b>\$1,508</b>	2024
<a href="#">Rocky Mountain Youth Sports Rmys</a>	CO	\$279,611	Executive Dir.	\$12,715	<b>\$12,402</b>	2024
<a href="#">Mamba Volleyball Academy</a>	WI	\$279,279	President	\$9,555	<b>\$10,150</b>	2024
<a href="#">River City Gymnastics Club Inc</a>	SD	\$292,443	Club Adminis	\$25,149	<b>\$27,505</b>	2025
<a href="#">Cortland Regional Sports Council Inc</a>	NY	\$294,969	Executive Direc	\$65,360	<b>\$60,075</b>	2024
<a href="#">Samson Dubina Educational Table Tennis Academy Inc</a>	OH	\$294,979	Ceo	\$15,000	<b>\$16,637</b>	2023
<a href="#">Beyond Cheer Athletics Inc</a>	NY	\$295,286	Secretary	\$4,710	<b>\$4,329</b>	2024
<a href="#">9-11 Strong Inc</a>	NY	\$276,238	President	\$42,000	<b>\$38,604</b>	2024
<a href="#">Cbhm Inc</a>	VT	\$275,939	President	\$8,000	<b>\$8,432</b>	2023
<a href="#">Rugby Pennsylvania Inc</a>	PA	\$275,500	Exec. Director	\$68,672	<b>\$69,658</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">East Orlando Knights Futbol Club Inc</a>	FL	\$274,943	President/treasurer	\$26,450	<b>\$26,021</b>	2023
<a href="#">People Cycle Inc</a>	VA	\$297,237	Executive Di	\$45,011	<b>\$44,206</b>	2024
<a href="#">Alpha Hockey Inc</a>	MD	\$274,172	Director	\$64,000	<b>\$60,862</b>	2024
<a href="#">Mid-columbia Conference</a>	WA	\$297,710	President	\$8,176	<b>\$7,254</b>	2025
<a href="#">Lacrosse The Nations</a>	DC	\$297,742	Executive Di	\$58,209	<b>\$51,957</b>	2024
<a href="#">Bellevue Boys Lacrosse Club</a>	WA	\$273,356	Youth Program Director	\$55,194	<b>\$50,264</b>	2024
<a href="#">Hot Tubes Development Cycling</a>	MA	\$272,668	President	\$60,827	<b>\$55,599</b>	2024
<a href="#">Flagler Sheriff's Pal Inc</a>	FL	\$272,119	Pal Director	\$88,346	<b>\$84,420</b>	2024
<a href="#">Dream Court Inc</a>	AL	\$271,153	Executive Director	\$77,500	<b>\$85,164</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to IL cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 189 organizations. Compensation range \$143–\$151,817; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$285,773); for reference, expenses \$253,768 and assets \$270,801.

**ROLE MATCH** Chris Keating, reported title "*Director*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

**RELATED-ORG PAY** 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 4 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	7 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	8 <sup>th</sup>
Reportable pay only (column D), adjusted	9 <sup>th</sup>
All sources (D + E + F), adjusted	7 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● **Rebuttable presumption of reasonableness · 26 CFR 53.4958-6**

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### **Draft board minutes – executive compensation**

1. The compensation of the Executive Director / CEO (Chris Keating) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 189 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,535 is reasonable (approximately the 7<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.