

# Game Day Memories

Executive Director / CEO

EIN 455450032

CO · NTEE E86

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bo Mitchell, Executive Director / CEO** (\$66,183) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Bo Mitchell — reported title "President", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (E86).

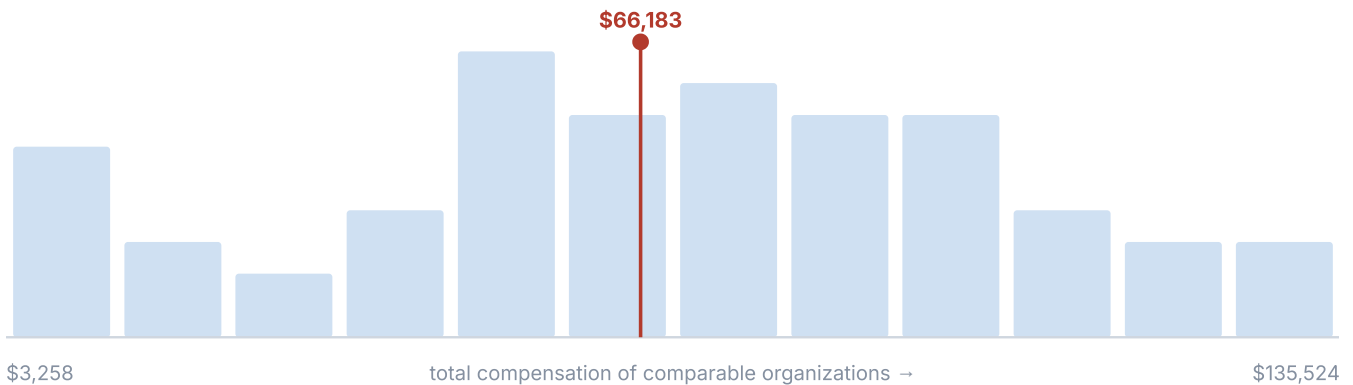
**BUDGET** Total revenue between \$333,848 and \$747,423 — 0.67x to 1.50x the subject's \$498,282 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (E86), nationwide + budget 0.67–1.5x revenue.

**63** organizations qualified on sector, size, and geography

→ **63** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,245	\$49,247	\$71,739	\$92,636	\$112,575	\$66,183
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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 CO 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="#">Dream Day Foundation Inc</a>	LA	\$497,110	Executive Director	\$85,000	<b>\$94,810</b>	2024
<a href="#">Bumblebee Foundation Inc</a>	CA	\$494,061	Ex.dir./secr	\$64,500	<b>\$56,418</b>	2024
<a href="#">Healing Hoof Steps Corporation</a>	FL	\$487,946	Ceo	\$49,080	<b>\$46,705</b>	2024
<a href="#">Kelly Anne Dolan Memorial Fund</a>	PA	\$483,691	Executive Director	\$87,000	<b>\$87,884</b>	2024
<a href="#">Care Fund</a>	AZ	\$483,071	Executive Di	\$114,045	<b>\$111,102</b>	2024
<a href="#">Power For Parkinsons</a>	TX	\$480,850	Executive Director/ex-officio Board Chair	\$85,000	<b>\$88,673</b>	2023
<a href="#">Blue Skies Ministries Inc</a>	GA	\$521,602	Director	\$120,960	<b>\$123,200</b>	2024
<a href="#">Victory Gallop Inc</a>	OH	\$523,717	Co-exec. Dir	\$82,038	<b>\$88,017</b>	2024
<a href="#">Brain Treatment Foundation</a>	TX	\$524,918	Chairman	\$72,917	<b>\$73,885</b>	2024
<a href="#">Patrick Place-a Comfort Care Home Inc</a>	NY	\$465,622	House Director	\$43,182	<b>\$39,526</b>	2024
<a href="#">Parents And Friends Of Children</a>	AR	\$465,334	Executive Director	\$114,680	<b>\$134,434</b>	2023
<a href="#">Hospital Hospitality House Of</a>	MI	\$531,457	Executive Di	\$60,900	<b>\$63,674</b>	2024
<a href="#">Aunt Susie's Cancer Wellness Center</a>	OH	\$464,586	President & Ceo (Began Aug 2024)	\$5,292	<b>\$5,678</b>	2024
<a href="#">Ronald Mcdonald House Trust Fund</a>	KY	\$457,279	Chief Executive Officer	\$31,964	<b>\$34,786</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">In The Pink Boutique Inc</a>	FL	\$455,848	Ceo & Direct	\$40,200	<b>\$38,255</b>	2024
<a href="#">All Out Adventures Inc</a>	MA	\$548,035	Executive Director	\$102,467	<b>\$93,272</b>	2024
<a href="#">Kaitlyn's Cottage Inc</a>	OH	\$447,376	Trustee/ceo	\$14,012	<b>\$15,033</b>	2024
<a href="#">Hanson House Foundation Inc</a>	CA	\$445,045	Executive Dir.	\$55,086	<b>\$49,607</b>	2023
<a href="#">The Ashley Lauren Foundation Inc</a>	NJ	\$552,324	Executive Director	\$38,000	<b>\$34,368</b>	2024
<a href="#">Common Ground Society</a>	CA	\$438,922	—	\$114,708	<b>\$97,748</b>	2025
<a href="#">Sobriety Foundation</a>	UT	\$436,521	Advocate	\$12,734	<b>\$13,202</b>	2024
<a href="#">Open Arts Alliance Inc</a>	CT	\$435,833	Executive Dir.	\$3,846	<b>\$3,558</b>	2025
<a href="#">The Holiday Heroes Foundation Inc</a>	IL	\$433,342	Executive Di	\$82,500	<b>\$82,159</b>	2024
<a href="#">Children Of Bellevue Inc</a>	NY	\$419,084	Executive Director Until 10/2024	\$148,058	<b>\$135,524</b>	2024
<a href="#">Neuroendocrine Cancer Foundation</a>	CA	\$418,963	Director, Executive Director, Treasurer	\$82,016	<b>\$71,739</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO cost of living and 2023 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 CO 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 63 organizations. Compensation range \$3,258–\$135,524; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$498,282); for reference, expenses \$470,170 and assets \$54,181.

**ROLE MATCH** Bo Mitchell, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	46 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	49 <sup>th</sup>
Reportable pay only (column D), adjusted	46 <sup>th</sup>
All sources (D + E + F), adjusted	40 <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 (Bo Mitchell) 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 63 similarly situated organizations (Same NTEE sector (E86), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,183 is reasonable (approximately the 46<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.