

# Bison Wrestling Club

Executive Director / CEO

EIN 460955545

ND · NTEE N60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cameron Sykora, Executive Director / CEO** (\$15,609) against **every comparable organization** that fit the selection criteria — **144** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44<sup>th</sup>** percentile of comparable organizations within the typical range

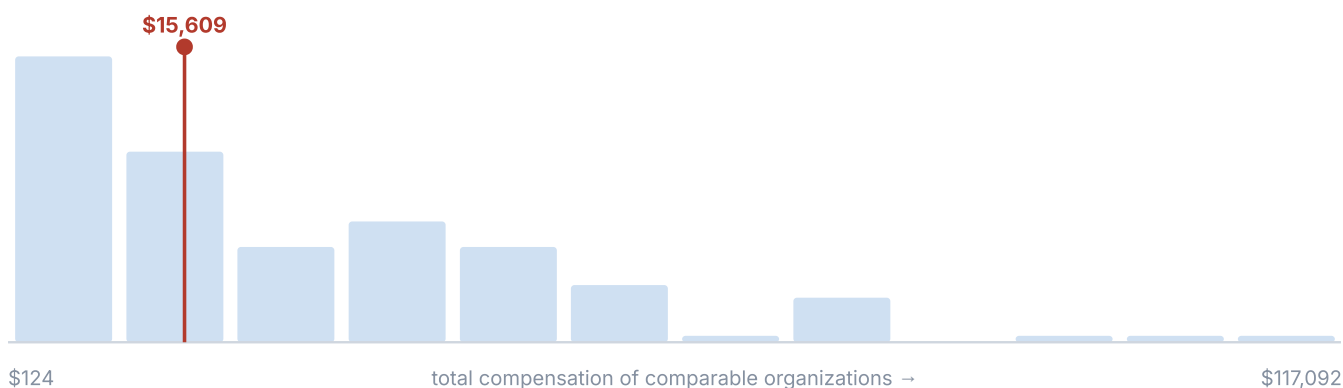
**Benchmarked executive:** Cameron Sykora — reported title "HEAD COACH", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between \$147,146 and \$329,433 — 0.67x to 1.50x the subject's \$219,622 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

**144** organizations qualified on sector, size, and geography → **144** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,469	\$7,408	\$18,358	\$38,494	\$53,952	\$15,609
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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 ND 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="#">Sons Of Thunder Academy</a>	CO	\$219,944	Club Manager	\$46,042	<b>\$40,230</b>	2023
<a href="#">Gowags Teams Inc</a>	PA	\$220,662	Vice President	\$2,520	<b>\$2,225</b>	2024
<a href="#">Hermantown Youth Soccer Assn Inc</a>	MN	\$218,038	Board/gambli	\$24,358	<b>\$21,303</b>	2024
<a href="#">Responsible Athletes Program</a>	CA	\$221,565	Director	\$41,484	<b>\$31,706</b>	2024
<a href="#">Western Maryland Lacrosse Officials Association Inc</a>	MD	\$221,638	President	\$150	<b>\$124</b>	2024
<a href="#">Idaho Youth Sports Commission Inc</a>	ID	\$217,026	Executive Dir.	\$40,000	<b>\$37,662</b>	2024
<a href="#">Metro Fha</a>	VA	\$223,026	Assignor	\$13,773	<b>\$11,771</b>	2024
<a href="#">Baltimore Sports Academy Inc</a>	MD	\$223,998	Executive Dir.	\$86,676	<b>\$71,723</b>	2024
<a href="#">The Oc Marathon Foundation</a>	CA	\$215,122	Executive Dir.	\$33,000	<b>\$25,221</b>	2024
<a href="#">Roseville Figure Skating Club</a>	MN	\$214,589	Vice Preside	\$2,000	<b>\$1,704</b>	2025
<a href="#">Lax Devils Lacrosee Club Inc</a>	AZ	\$225,623	Defensive Coordinator	\$12,000	<b>\$10,947</b>	2022
<a href="#">Bemidji Wrestling Club</a>	MN	\$212,928	Gambling Man	\$22,500	<b>\$19,171</b>	2025
<a href="#">Harvard Athletic Association Inc</a>	MA	\$212,409	Former Treas	\$1,762	<b>\$1,443</b>	2023
<a href="#">Texas 512 Volleyball Club</a>	TX	\$226,876	President	\$62,000	<b>\$56,514</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">New York Bicycling Coalition Inc</a>	NY	\$227,130	Executive Director	\$39,726	<b>\$31,772</b>	2024
<a href="#">Faribault Hockey Association</a>	MN	\$212,068	Gambling Man	\$9,035	<b>\$8,135</b>	2023
<a href="#">Acceleration Volleyball</a>	MN	\$211,763	President	\$8,078	<b>\$7,273</b>	2023
<a href="#">Rallycap Sports Inc</a>	NJ	\$227,603	Executive Director	\$93,381	<b>\$73,794</b>	2024
<a href="#">Loveland Volleyball Inc</a>	CO	\$227,604	President	\$4,000	<b>\$3,495</b>	2023
<a href="#">Spiketown Inc</a>	OH	\$211,284	President	\$7,926	<b>\$7,431</b>	2024
<a href="#">Ivy League Youth Sports Academy</a>	NE	\$210,787	Ceo	\$123,000	<b>\$117,092</b>	2024
<a href="#">Leech Lake Area Amateur Hockey</a>	MN	\$208,816	Board Member gambling Manager	\$21,087	<b>\$18,442</b>	2024
<a href="#">Orange County Sports Alliance</a>	CA	\$230,882	President	\$11,555	<b>\$8,831</b>	2024
<a href="#">Bronxville Youth Lacrosse Association Inc</a>	NY	\$231,037	Director	\$8,000	<b>\$6,398</b>	2024
<a href="#">Mountain Monsters Volleyball Club</a>	WV	\$208,074	Co-director	\$18,050	<b>\$17,298</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ND 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 ND 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 **144** organizations. Compensation range \$124–\$117,092; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$219,622); for reference, expenses \$194,501 and assets \$91,726.
ROLE MATCH	Cameron Sykora, reported title "HEAD COACH", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	44 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	41 <sup>st</sup>
Reportable pay only (column D), adjusted	44 <sup>th</sup>
All sources (D + E + F), adjusted	43 <sup>rd</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 (Cameron Sykora) 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 144 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,609 is reasonable (approximately the 44<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.