

# Maine Ultimate Inc

Executive Director / CEO

EIN 461016575

ME · NTEE N60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rich Young, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **168** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45<sup>th</sup>** percentile of comparable organizations within the typical range

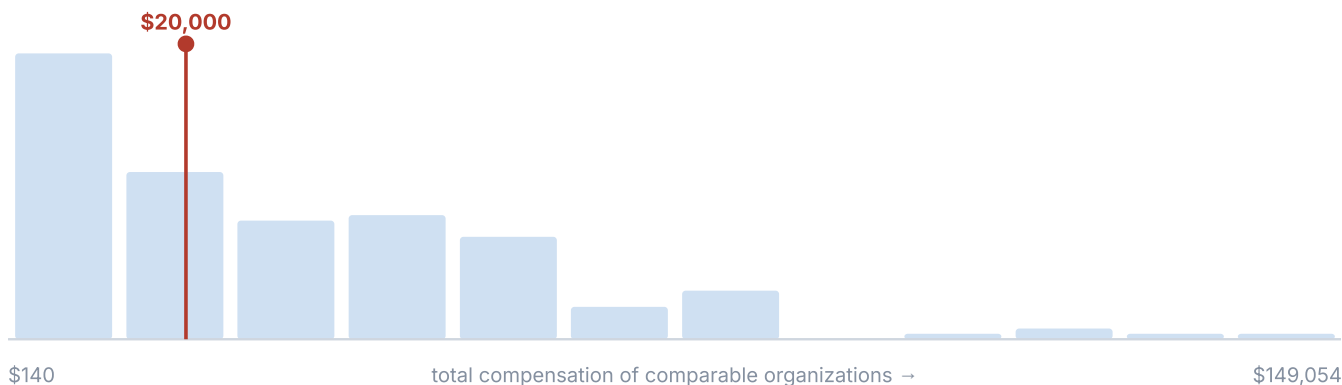
**Benchmarked executive:** Rich Young — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

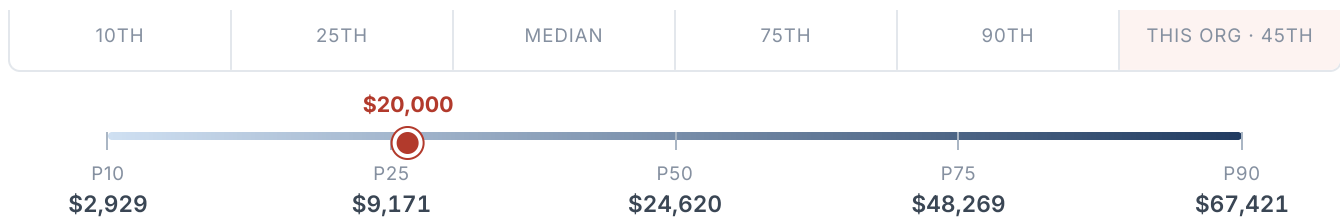
SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between \$162,013 and \$362,716 — 0.67x to 1.50x the subject's \$241,811 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

**168** organizations qualified on sector, size, and geography → **168** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,929	\$9,171	\$24,620	\$48,269	\$67,421	\$20,000
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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 ME 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="#">College Grove Recreation Association Db</a> <a href="#">College Grove Athletics</a>	TN	\$242,059	Director	\$1,250	<b>\$1,351</b>	2023
<a href="#">Maywood Youth Athletic Association Inc</a>	NJ	\$240,944	Advisor	\$250	<b>\$218</b>	2025
<a href="#">Rockford Bmx Club Inc</a>	IL	\$242,730	Secretary	\$11,581	<b>\$11,370</b>	2024
<a href="#">Alexandria Titans Volleyball Club</a>	VA	\$242,999	Manager	\$21,500	<b>\$20,731</b>	2024
<a href="#">Northern Nevada Aquatics Corp</a>	NV	\$240,599	Director / Head Coach	\$42,000	<b>\$42,043</b>	2024
<a href="#">The Alexandria Volleyball Club</a>	MN	\$240,315	Director	\$750	<b>\$721</b>	2025
<a href="#">Indiana Youth Rugby Foundation Inc</a>	IN	\$239,619	Executive Dir.	\$56,587	<b>\$61,354</b>	2023
<a href="#">Turlock Crush Volleyball Club</a>	CA	\$245,417	President	\$10,303	<b>\$9,147</b>	2023
<a href="#">Johnston Volleyball Club Inc</a>	IA	\$238,107	Director	\$13,160	<b>\$14,019</b>	2025
<a href="#">Pittsford Community Lacrosse Inc</a>	NY	\$245,725	Board Member	\$6,500	<b>\$5,714</b>	2025
<a href="#">Lakes Region Tennis Association</a>	NH	\$245,850	Executive Di	\$48,807	<b>\$46,336</b>	2023
<a href="#">Northeast United Soccer Club</a>	MN	\$237,766	Executive Director	\$1,000	<b>\$987</b>	2024
<a href="#">Dive Lab</a>	CA	\$237,642	Director And Cfo	\$5,775	<b>\$4,980</b>	2024
<a href="#">Arrows Athletics Inc</a>	FL	\$237,150	President	\$19,462	<b>\$18,259</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Charleston Moves</a>	SC	\$246,828	Executive Di	\$95,841	<b>\$102,801</b>	2023
<a href="#">Littleton Youth Sports</a>	CO	\$235,485	President	\$28,008	<b>\$26,820</b>	2024
<a href="#">Santa Fe Storm Volleyball Club</a>	NM	\$248,271	Director	\$16,168	<b>\$17,880</b>	2023
<a href="#">Nevada Golden Spikes Baseball</a>	NV	\$249,176	President	\$1,500	<b>\$1,502</b>	2024
<a href="#">Liberty Elite Volleyball Club</a>	MD	\$249,299	President	\$10,000	<b>\$9,337</b>	2024
<a href="#">Westbrook Seals</a>	ME	\$232,818	Head Coach	\$58,938	<b>\$57,419</b>	2025
<a href="#">Girls On The Run Of Northwest Ohio</a>	OH	\$232,623	Executive Director	\$76,758	<b>\$81,190</b>	2024
<a href="#">Red Rock Heat Volleyball Club</a>	UT	\$231,933	Director/pre	\$14,547	<b>\$14,485</b>	2025
<a href="#">Syracuse Chargers Rowing Club Inc</a>	NY	\$231,889	Executive Director	\$17,432	<b>\$15,731</b>	2024
<a href="#">U S A Stars</a>	PA	\$252,181	Secretary/tumbling Director	\$4,020	<b>\$4,004</b>	2024
<a href="#">Owatonna Gymnastic Club Inc</a>	MN	\$231,276	Executive Director	\$68,433	<b>\$65,788</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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 **168** organizations. Compensation range \$140–\$149,054; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$241,811); for reference, expenses \$222,162 and assets \$114,575.
ROLE MATCH	Rich Young, reported title " <i>Director</i> ", 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	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	45 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	46 <sup>th</sup>
All sources (D + E + F), adjusted	45 <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 (Rich Young) 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 168 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 45<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.