

Lakeville South Clay Target Team

Executive Director / CEO

EIN 462076389

MN · NTEE N61

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jason Kelvie, Executive Director / CEO** (\$5,000) against **every comparable organization** that fit the selection criteria — **243** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

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

How comparable organizations were selected

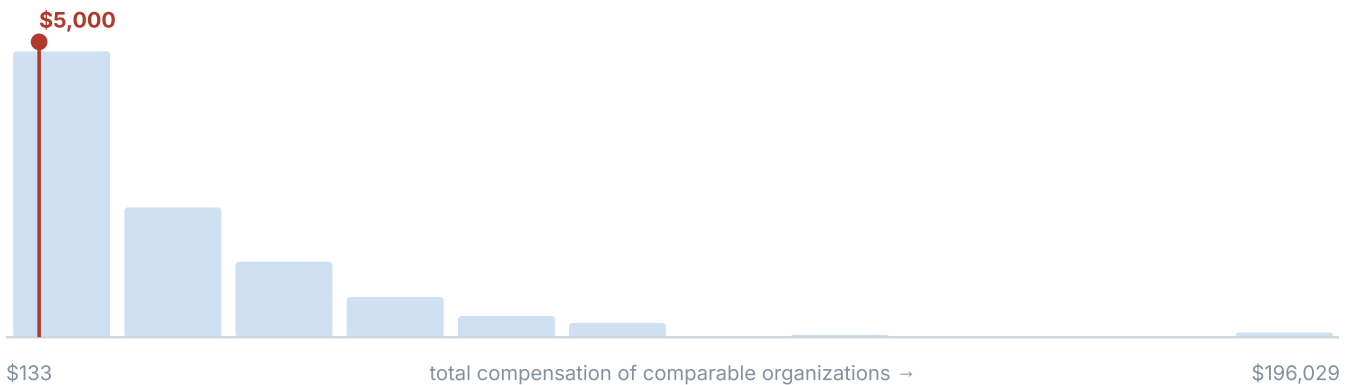
SECTOR Organizations sharing the subject's NTEE classification (N61).

BUDGET Total revenue between \$74,974 and \$167,853 — 0.67x to 1.50x the subject's \$111,902 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

243 organizations qualified on sector, size, and geography → **243** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$2,111	\$5,217	\$16,494	\$35,355	\$55,938	\$5,000
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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 MN 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
Washington County Star Trail Association Inc	MN	\$111,985	President	\$2,165	\$2,165	2024
Greater Pittsburgh Usbc	PA	\$111,650	Current Assoc Mgr	\$36,000	\$35,396	2025
Star Athletic Club	PA	\$112,323	Manager	\$29,415	\$29,687	2024
Brooklyn Lacrosse Club Inc	NY	\$111,435	Executive Director	\$12,853	\$11,754	2024
Jamestown New Horizons Inc	MO	\$112,421	Treasurer	\$21,250	\$23,451	2023
Eastern Slope Ski Club	NH	\$110,724	Board Member	\$7,500	\$7,009	2024
Palos Verdes Peninsula High School	CA	\$113,250	Vp Communica	\$3,170	\$2,699	2025
Warburton Chapel Trustees	CT	\$110,465	Trustee	\$3,000	\$2,847	2024
Hawaii Surfing Production Corp	HI	\$110,359	President	\$29,430	\$25,978	2025
Edge Athletics Club Inc	NY	\$113,459	President/di	\$103,333	\$97,289	2023
The Dipsea Race Foundation	CA	\$113,824	Executive Dir.	\$17,000	\$14,856	2024
Yorktown Junior Athletic Association Inc	IN	\$109,934	Concessions	\$8,900	\$9,779	2023
Heart Shot Ministry Inc	IA	\$114,229	Ceo	\$27,927	\$31,860	2023
Camp Caleb Christian Association Inc	KY	\$114,624	Director/ Key Employee(jan-aug)	\$22,012	\$24,640	2023
Christian Youth Fellowship Inc	CT	\$114,726	President	\$46,800	\$45,719	2023
Greater Tampa Bowling Associat	FL	\$114,727	President	\$1,500	\$1,389	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Beyond Barriers Athletic Foundation	CA	\$108,894	Executive Director	\$8,343	\$7,291	2024
Wilson Junior Soccer Club	PA	\$115,078	Registrar	\$5,000	\$5,196	2023
The Farmington Community Assoc	NC	\$115,222	Executive Director	\$22,320	\$23,340	2024
Competitive Wake Surf Assoc Inc	VA	\$115,266	President	\$31,200	\$31,388	2023
Nelson Armes Post 601 Home Association	PA	\$117,030	Manager	\$9,480	\$9,850	2023
Scotty Gomez Foundation Hockey Association Inc	AK	\$106,000	President	\$24,000	\$23,221	2024
Roc Foundation Inc	WI	\$105,801	Executive Di	\$79,358	\$83,876	2024
Needham Youth Basketball League Inc	MA	\$118,405	President	\$11,000	\$10,299	2023
Equine Assisted Development	MI	\$118,444	Executive Director	\$40,673	\$43,741	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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.

Sample, role match & sensitivity

PEER COUNT 243 organizations. Compensation range \$133–\$196,029; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$111,902); for reference, expenses \$104,224 and assets \$43,271.

ROLE MATCH Jason Kelvie, reported title "VICE PRESIDE", 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	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	24 th
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	23 rd

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 (Jason Kelvie) 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 243 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,000 is reasonable (approximately the 24th 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.