

# Lisbon Bronco Athletic Boosters

Executive Director / CEO

EIN **465737015**  
 ND · NTEE O50  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Chad Johnson, Executive Director / CEO** (\$7,200) against **every comparable organization** that fit the selection criteria — **454** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 5<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

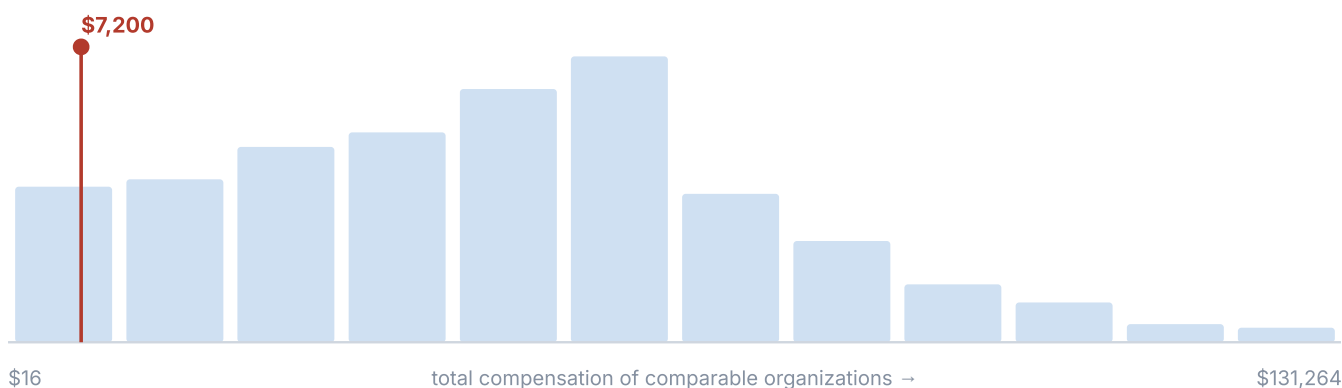
**Benchmarked executive:** Chad Johnson — reported title “Vice President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$166,173 and \$372,030 — 0.67x to 1.50x the subject's \$248,020 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**454** organizations qualified on sector, size, and geography → **454** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,942

\$26,760

\$47,333

\$64,319

\$84,321

**\$7,200**



## ■ 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="#">Open Door Abuse Awareness Prevention</a>	PA	\$248,263	Executive Director	\$109,072	<b>\$96,272</b>	2024
<a href="#">Quincy House</a>	MN	\$247,636	Executive Di	\$24,608	<b>\$21,522</b>	2024
<a href="#">The Safety Place</a>	LA	\$248,440	Executive Director	\$17,500	<b>\$17,056</b>	2024
<a href="#">Working Parents Alliance Inc</a>	NY	\$247,391	Executive Dir.	\$67,404	<b>\$53,909</b>	2024
<a href="#">Student Movement Of Justice And Opportunity</a>	CA	\$246,623	Executive Director	\$38,400	<b>\$29,348</b>	2024
<a href="#">Girls On The Run Western Montana</a>	MT	\$249,422	Council Dire	\$35,327	<b>\$33,704</b>	2024
<a href="#">Recess Cleveland</a>	OH	\$246,370	Executive Director	\$10,200	<b>\$11,068</b>	2021
<a href="#">Texas United Fc</a>	TX	\$249,719	General Manager	\$55,059	<b>\$56,429</b>	2021
<a href="#">Southeast Nashville Homeschool</a>	TN	\$249,740	Executive Director - Start 6/23	\$8,000	<b>\$7,663</b>	2023
<a href="#">Reality Check Inc</a>	AR	\$249,786	Executive Director	\$79,248	<b>\$78,843</b>	2024
<a href="#">Kings Academy Tyrone</a>	PA	\$246,239	Secretary	\$7,000	<b>\$6,178</b>	2024
<a href="#">Swappow Plus Foundation</a>	AZ	\$246,020	Executive Di	\$75,000	<b>\$63,841</b>	2024
<a href="#">Friends Of The Addison Youth Center</a>	NY	\$245,993	Director	\$34,880	<b>\$27,897</b>	2024
<a href="#">First Love Kids International Inc</a>	GA	\$250,076	Director	\$30,000	<b>\$26,698</b>	2024
<a href="#">Building Utah Youth</a>	UT	\$245,695	Fndtn Director	\$7,475	<b>\$6,772</b>	2024
<a href="#">Neighborhood Change Youth Organization Inc</a>	NY	\$250,774	Director	\$40,000	<b>\$32,937</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">How Our Lives Link Altogether Inc</a>	NY	\$250,916	Co-founder	\$50,000	<b>\$39,990</b>	2024
<a href="#">Venture Free Foundation</a>	CA	\$251,027	Executive Director	\$46,800	<b>\$35,768</b>	2024
<a href="#">Musicworks Inc</a>	NC	\$251,076	Program Director	\$62,288	<b>\$56,965</b>	2024
<a href="#">The Julio A Martinez Memorial Fund</a>	NY	\$244,889	President Acacia Network	\$73,959	<b>\$60,899</b>	2023
<a href="#">The Rock Of Kingsley Inc</a>	MI	\$251,336	Executive Director	\$17,000	<b>\$15,989</b>	2023
<a href="#">Champions Institute</a>	TX	\$251,507	Director	\$49,382	<b>\$43,721</b>	2024
<a href="#">The Advance Project</a>	MD	\$244,362	President	\$102,336	<b>\$84,681</b>	2024
<a href="#">Lampighter Academic And Mentoring Program Inc</a>	FL	\$244,343	Exec Director	\$11,550	<b>\$9,604</b>	2024
<a href="#">Charlotte Gaymers Network Inc</a>	NC	\$244,173	Executive Director	\$60,000	<b>\$54,873</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	<b>454</b> organizations. Compensation range \$16–\$131,264; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$248,020); for reference, expenses \$66,101 and assets \$601,215. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Chad Johnson, reported title <i>"Vice President"</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** 7 peers 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	5 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	5 <sup>th</sup>
Reportable pay only (column D), adjusted	6 <sup>th</sup>
All sources (D + E + F), adjusted	5 <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 (Chad Johnson) 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 454 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,200 is reasonable (approximately the 5<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.