

Sheriffs Youth Project

Executive Director / CEO

This analysis benchmarks the total compensation of **Rich Molitor, Executive Director / CEO** (\$9,600) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

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

How comparable organizations were selected

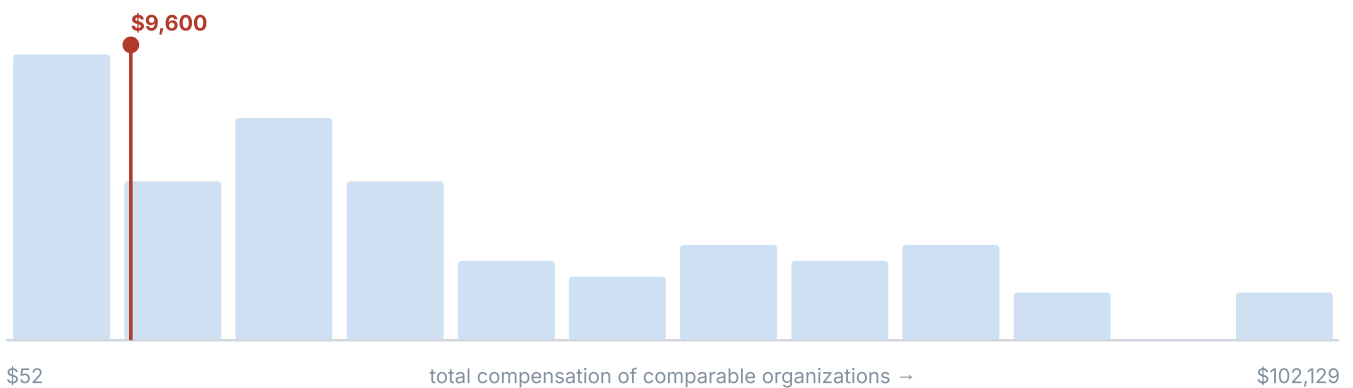
SECTOR Organizations sharing the subject's NTEE classification (O50).

BUDGET Total revenue between \$71,754 and \$160,644 — 0.67x to 1.50x the subject's \$107,096 (the band tightens as size grows).

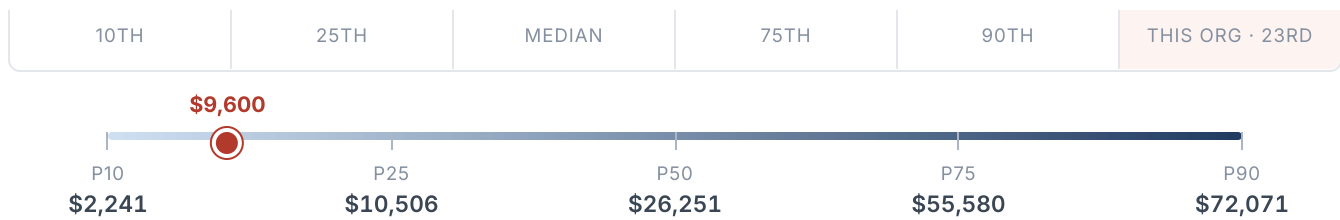
GEOGRAPHY Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

84 organizations qualified on sector, size, and geography → **84** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,241	\$10,506	\$26,251	\$55,580	\$72,071	\$9,600
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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
Adelante Youth Alliance	CA	\$107,878	Executive Dir.	\$79,375	\$71,414	2023
Wolfpack Wrestling Club Inc	NC	\$105,742	Director	\$15,000	\$15,685	2024
Youth Voices Center Inc	NY	\$105,654	Exec Director/president	\$60,760	\$57,206	2023
Replay Outreach Inc	FL	\$108,681	Director Of	\$55,000	\$52,290	2024
Legacy Makers Inc	NY	\$105,000	Executive Director	\$24,000	\$22,596	2023
Tfd Soccer Limited	NY	\$104,726	Treasurer	\$11,308	\$10,647	2023
Camp Quest Inc	SC	\$104,105	Executive Director	\$76,378	\$80,639	2024
Pure Productions Inc	TX	\$103,993	Director, President	\$94,688	\$98,689	2023
The Outstanding Youth Awards	SC	\$103,945	Oya Founder & Executive Director	\$10,033	\$10,593	2024
Saginaw S T E M	MI	\$110,368	President	\$52,000	\$55,923	2023
The Parent Help Center Inc	FL	\$110,838	Ceo	\$65,000	\$61,797	2024
Yo Art Inc	SC	\$111,567	Executive Director	\$31,875	\$34,647	2023
Providence Road Outreach Mission	LA	\$112,148	Program Director	\$53,444	\$59,557	2024
Camp Journey Nw	WA	\$101,664	Non-voting Board Member	\$33,472	\$30,328	2024
Fddoc Winners' Circle Inc	LA	\$112,714	Project Dire	\$7,600	\$8,719	2023
Back 2 Basics Ministry	TX	\$100,975	President	\$27,027	\$27,361	2024
Fishermenz Group Inc	GA	\$113,372	Ceo	\$50	\$52	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Urban 360	CA	\$99,700	President	\$25,600	\$23,032	2023
Northern Lights Youth Services Inc	ND	\$99,473	Executive Director	\$24,000	\$27,442	2023
Make Momma Proud	IL	\$99,223	President	\$3,400	\$3,482	2023
Knights Of Heroes Foundation	CO	\$115,578	Fundraising Director	\$11,500	\$11,160	2024
Lost Coast Camp	CA	\$115,989	Executive Director	\$1,000	\$900	2023
Clay Soper Memorial Fund Inc	MA	\$97,683	President	\$25,000	\$23,407	2023
Reborn Minds Inc	GA	\$97,343	Executive Director	\$32,880	\$33,458	2024
Nw Youth Power Early Learning	GA	\$116,990	Employee	\$37,800	\$38,465	2024

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	84 organizations. Compensation range \$52–\$102,129; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$107,096); for reference, expenses \$91,122 and assets \$249,255.
ROLE MATCH	Rich Molitor, reported title " <i>GMBLG MGR-BOARD</i> ", 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	1 peer 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	23 rd
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	26 th
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 (Rich Molitor) 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 10, 2026, comparing compensation against 84 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,600 is reasonable (approximately the 23rd 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 10, 2026.