

This analysis benchmarks the total compensation of **Bonnie Stoll, Executive Director / CEO** (\$48,750) against **every comparable organization** that fit the selection criteria — **1359** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Bonnie Stoll — 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

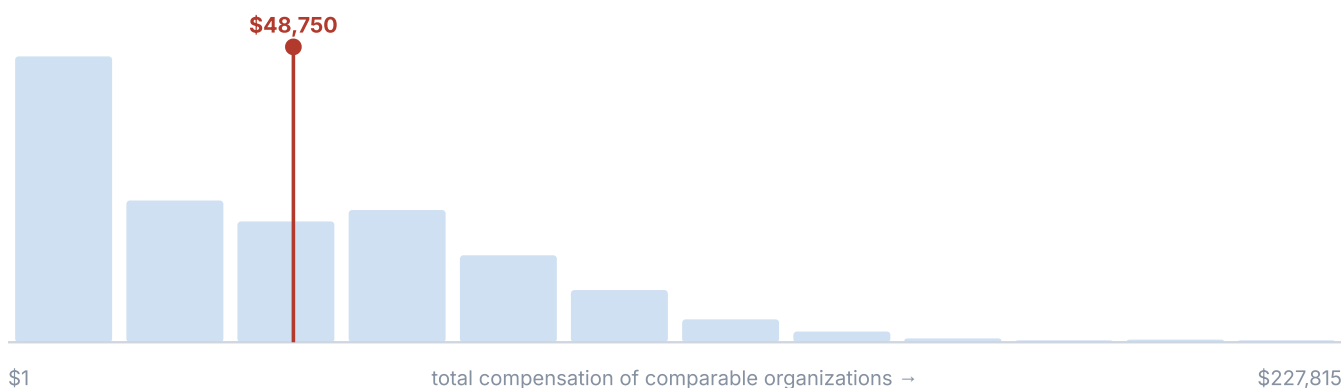
SECTOR Organizations sharing the subject's NTEE classification (N01).

BUDGET Total revenue between \$218,450 and \$489,067 — 0.67x to 1.50x the subject's \$326,045 (the band tightens as size grows).

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

**1,359** organizations qualified on sector, size, and geography → **1,359** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,958	\$12,476	\$38,866	\$71,569	\$96,962	\$48,750
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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 CA 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="#">Penn Yan Flying Club Inc</a>	NY	\$325,968	Maintenance Officer	\$9,225	<b>\$9,654</b>	2024
<a href="#">Nevada Asa J O Softball Association</a>	NV	\$325,966	President, T	\$13,897	<b>\$16,132</b>	2024
<a href="#">Bike Instructor Certification Program</a>	WA	\$325,909	Secretary	\$8,725	<b>\$9,314</b>	2023
<a href="#">Peninsula Aquatic Center Junior Crew</a>	CA	\$325,845	Vice President	\$51,000	<b>\$52,506</b>	2023
<a href="#">Oxford Football Club Inc</a>	MS	\$326,321	President & Ceo	\$50,000	<b>\$62,828</b>	2025
<a href="#">Peace Islands Institute Inc</a>	NJ	\$326,609	Executive Di	\$85,821	<b>\$91,358</b>	2023
<a href="#">Northfield Union Of Youth</a>	MN	\$326,613	Executive Director	\$33,689	<b>\$39,689</b>	2023
<a href="#">Boulder Valley Lacrosse Association</a>	CO	\$325,400	Executive Director	\$84,206	<b>\$93,507</b>	2024
<a href="#">Edina Football Association</a>	MN	\$325,046	Director	\$24,691	<b>\$29,088</b>	2023
<a href="#">Sooner Swim Club Of Norman</a>	OK	\$327,178	Head Coach	\$26,340	<b>\$33,589</b>	2024
<a href="#">North Atlantic Conference Inc</a>	ME	\$327,188	Executive Dir.	\$106,461	<b>\$120,273</b>	2025
<a href="#">Tennessee Athletic Coaches</a>	TN	\$327,191	Asst. Exec.	\$40,000	<b>\$48,692</b>	2024
<a href="#">Waco Rowing Club Inc</a>	TX	\$324,668	Executive Dir.	\$30,588	<b>\$36,480</b>	2023
<a href="#">Beachvolleyballcampscom</a>	CA	\$324,575	President	\$24,000	<b>\$24,000</b>	2024
<a href="#">Jammers Volleyball Club</a>	NC	\$324,470	President	\$38,505	<b>\$46,075</b>	2024
<a href="#">Presque Isle Partnership Inc</a>	PA	\$324,230	Executive Director	\$75,059	<b>\$89,244</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The First Tee Of Benton Harbor Inc</a>	MI	\$324,207	Executive Director	\$97,200	<b>\$116,186</b>	2024
<a href="#">Ramona Parks &amp; Recreation Assn Inc</a>	CA	\$328,134	President	\$18,790	<b>\$20,138</b>	2022
<a href="#">United States Diving Foundation</a>	TX	\$323,705	President	\$7,700	<b>\$8,920</b>	2024
<a href="#">North Allegheny Soccer Club Inc</a>	PA	\$323,492	Director Of Referees	\$1,743	<b>\$1,961</b>	2025
<a href="#">Ohio Mennonite Camp Association Inc</a>	OH	\$328,853	Director	\$46,753	<b>\$59,040</b>	2023
<a href="#">Native Foods Education Organiz</a>	OH	\$323,232	Chairperson	\$15,250	<b>\$19,257</b>	2023
<a href="#">Castle Rock Parks And Trails Founda</a>	CO	\$329,215	Executive Di	\$19,192	<b>\$21,941</b>	2023
<a href="#">Shorewood Swim Club Foundation Inc</a>	WI	\$322,818	Executive Dir.	\$92,984	<b>\$109,561</b>	2025
<a href="#">Delano Athletic Booster Club Inc</a>	MN	\$329,291	Treasurer	\$3,000	<b>\$3,345</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	<b>1359</b> organizations. Compensation range \$1–\$227,815; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$326,045); for reference, expenses \$296,184 and assets \$31,076.
ROLE MATCH	Bonnie Stoll, 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** 31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 12 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	58 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	62 <sup>nd</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	57 <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 (Bonnie Stoll) 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 1359 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,750 is reasonable (approximately the 58<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 10, 2026.