

# 10th Mountain Lacrosse Inc

Executive Director / CEO

EIN 825441594  
 CO · NTEE N40  
 FY ending 2023-12-31  
 June 10, 2026

This analysis benchmarks the total compensation of **Matthew Marks, Executive Director / CEO** (\$20,100) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54<sup>th</sup>** percentile of comparable organizations within the typical range

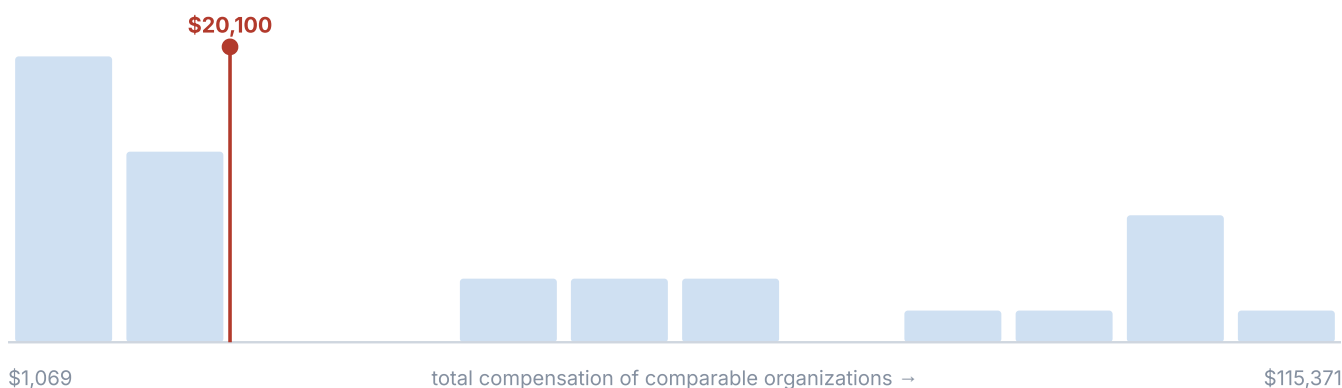
**Benchmarked executive:** Matthew Marks — reported title “Director/Coach”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (N40).
- BUDGET** Total revenue between \$177,240 and \$396,807 — 0.67x to 1.50x the subject's \$264,538 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (N40), nationwide + budget 0.67–1.5x revenue.

**28** organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,608	\$9,110	\$17,357	\$70,976	\$100,498	\$20,100
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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 CO 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="#">Sheriff Pal Program</a>	MI	\$263,765	Executive Director	\$63,500	<b>\$66,392</b>	2024
<a href="#">Incline Sports Corporation</a>	OR	\$266,884	President	\$64,320	<b>\$60,506</b>	2024
<a href="#">Sooner Athletic Conference</a>	AR	\$260,873	Commissioner	\$101,325	<b>\$115,371</b>	2024
<a href="#">The Big North Athletic Conference Inc</a>	NJ	\$279,045	Executive Director	\$10,000	<b>\$8,811</b>	2025
<a href="#">Abs Park</a>	MT	\$248,188	Vice President	\$8,000	<b>\$8,735</b>	2024
<a href="#">Cheshire County Shooting Sports Educatio</a>	NH	\$245,318	General Manager	\$17,550	<b>\$16,900</b>	2023
<a href="#">North Jersey Interscholastic</a>	NJ	\$243,235	Executive Director	\$7,500	<b>\$6,608</b>	2025
<a href="#">Excellence Thru Athletics Corp</a>	CA	\$242,518	President	\$9,145	<b>\$8,235</b>	2023
<a href="#">Minnesota Renegades</a>	MN	\$286,672	Vice President	\$11,880	<b>\$11,891</b>	2024
<a href="#">Karatedo Honma Dojo Inc</a>	NY	\$242,136	Executive Director & Chief Instruct	\$50,350	<b>\$46,087</b>	2024
<a href="#">American Southwest Conference</a>	TX	\$289,138	Former Commissioner	\$94,911	<b>\$99,012</b>	2023
<a href="#">Bay Area Youth Baseball Foundation</a>	CA	\$236,845	President	\$60,000	<b>\$54,032</b>	2023
<a href="#">National Collegiate Acrobatics And Tumbling Association</a>	WA	\$230,783	Executive Director	\$17,500	<b>\$15,462</b>	2025
<a href="#">Genesis Foundation For Fitness &amp; Tennis</a>	KS	\$226,281	Executive Director	\$49,792	<b>\$56,099</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Capital Athletic Conference Inc</a>	FL	\$220,355	Commissioner	\$91,394	<b>\$84,729</b>	2025
<a href="#">Rockford Barbell</a>	IL	\$218,596	Treasurer	\$17,888	<b>\$17,814</b>	2024
<a href="#">Fit &amp; Able Productions Inc</a>	NC	\$313,873	Executive Director	\$96,000	<b>\$100,480</b>	2024
<a href="#">Dual County League Inc</a>	MA	\$214,827	Exec Sec	\$11,002	<b>\$10,014</b>	2024
<a href="#">Mile High Rowing Club</a>	CO	\$210,547	Head Coach	\$42,000	<b>\$42,000</b>	2023
<a href="#">Shorewood Swim Club Foundation Inc</a>	WI	\$322,818	Executive Dir.	\$92,984	<b>\$95,832</b>	2025
<a href="#">South-west Conference Inc</a>	CT	\$202,427	Commissioner	\$15,000	<b>\$13,879</b>	2025
<a href="#">North Atlantic Conference Inc</a>	ME	\$327,188	Executive Dir.	\$106,461	<b>\$105,202</b>	2025
<a href="#">Next Step Archery</a>	WA	\$330,823	Vice Preside	\$10,154	<b>\$9,209</b>	2024
<a href="#">Club Prime</a>	CA	\$197,265	Director	\$13,050	<b>\$11,415</b>	2024
<a href="#">Pine City Civic Center Association</a>	MN	\$337,878	Treasurer	\$3,358	<b>\$3,275</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 **28** organizations. Compensation range \$1,069–\$115,371; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$264,538); for reference, expenses \$226,523 and assets \$80,521.

**ROLE MATCH** Matthew Marks, reported title "*Director/Coach*", 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.**

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	54 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	54 <sup>th</sup>
Reportable pay only (column D), adjusted	54 <sup>th</sup>
All sources (D + E + F), adjusted	54 <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 (Matthew Marks) 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 28 similarly situated organizations (Same NTEE sector (N40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,100 is reasonable (approximately the 54<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.