

Raise The Bar Initiative

Executive Director / CEO

EIN 832449526

IA · NTEE N60

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Abbie Mork, Executive Director / CEO** (\$17,800) against **every comparable organization** that fit the selection criteria — **129** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

Benchmarked executive: Abbie Mork — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (N60).

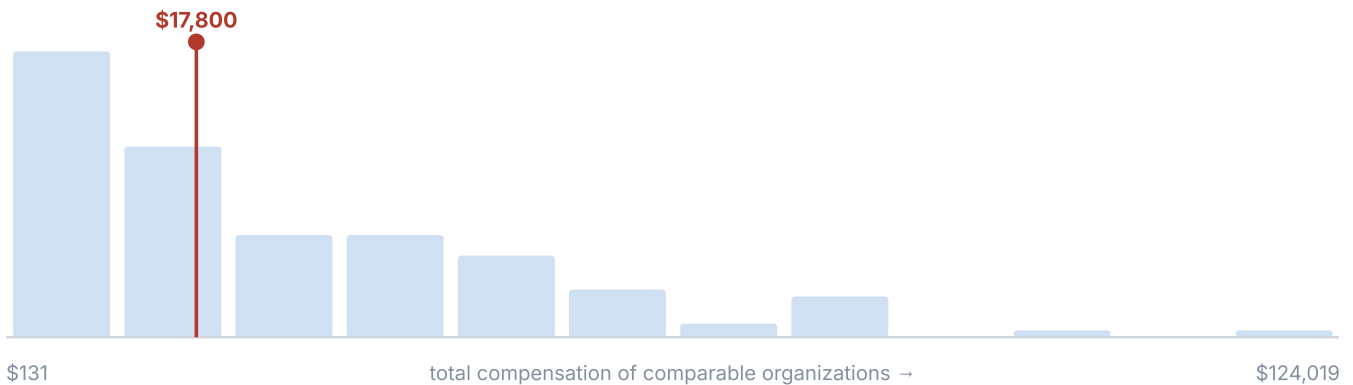
BUDGET Total revenue between \$136,840 and \$306,360 — 0.67x to 1.50x the subject's \$204,240 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

129 organizations qualified on sector, size, and geography

→ **129** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,482	\$7,771	\$17,140	\$39,890	\$56,393	\$17,800
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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 IA 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
College Park Tumbleweeds Gymnastics Inc	GA	\$204,336	President & Ceo	\$5,000	\$4,713	2024
Sport Disciple	MD	\$204,529	Director/president	\$43,000	\$37,687	2024
Club South Volleyball	WA	\$205,237	Director	\$16,216	\$13,610	2024
Asheville-biltmore Volleyball Academy And Youth Athletic Associa	NC	\$202,788	President/exec Dir	\$26,069	\$25,252	2024
Ballard Football Club Foundation	WA	\$206,398	Director	\$13,628	\$11,439	2024
Girls On The Run Of Eastern Iowa	IA	\$207,166	Executive Dir.	\$54,282	\$54,282	2025
South Bend Cubs Foundation Inc	IN	\$207,459	Exec Director	\$5,500	\$5,598	2023
Ohio Association Of Track	OH	\$207,802	President	\$500	\$496	2024
Mountain Monsters Volleyball Club	WV	\$208,074	Co-director	\$18,050	\$18,322	2024
Leech Lake Area Amateur Hockey	MN	\$208,816	Board Membergambling Manager	\$21,087	\$19,533	2024
West Berkeley Foundation For Community	CA	\$198,352	Executive Director	\$26,747	\$21,652	2024
Youth Life Skills Fore Greater El Paso	TX	\$197,990	Executive Director	\$42,319	\$40,857	2023
Ivy League Youth Sports Academy	NE	\$210,787	Ceo	\$123,000	\$124,019	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Spiketown Inc	OH	\$211,284	President	\$7,926	\$7,870	2024
Allegro Dancers Inc	CA	\$196,849	Assistant Treasurer	\$3,017	\$2,514	2023
Acceleration Volleyball	MN	\$211,763	President	\$8,078	\$7,704	2023
Edina Lacrosse Association	MN	\$196,464	Director Of Girls Coach &	\$4,240	\$3,927	2024
Faribault Hockey Association	MN	\$212,068	Gambling Man	\$9,035	\$8,616	2023
Southside Swarm Volleyball Club Inc	MO	\$196,383	Director	\$49,500	\$49,150	2024
Harvard Athletic Association Inc	MA	\$212,409	Former Treas	\$1,762	\$1,528	2023
Bemidji Wrestling Club	MN	\$212,928	Gambling Man	\$22,500	\$20,305	2025
Huns Rfc	TX	\$194,811	Director Or	\$4,000	\$3,751	2024
Roseville Figure Skating Club	MN	\$214,589	Vice Preside	\$2,000	\$1,805	2025
The Oc Marathon Foundation	CA	\$215,122	Executive Dir.	\$33,000	\$26,713	2024
Idaho Youth Sports Commission Inc	ID	\$217,026	Executive Dir.	\$40,000	\$39,890	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA cost of living and 2025 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 IA 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	129 organizations. Compensation range \$131–\$124,019; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$204,240); for reference, expenses \$217,403 and assets \$112,028.
ROLE MATCH	Abbie Mork, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	2 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	50 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	50 th

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 (Abbie Mork) 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 129 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,800 is reasonable (approximately the 50th 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.