

Union Sharewaves Foundation

Executive Director / CEO

EIN 832598889

KS · NTEE N11

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **William Brandmeyer, Executive Director / CEO** (\$68,753) against **every comparable organization** that fit the selection criteria — **960** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

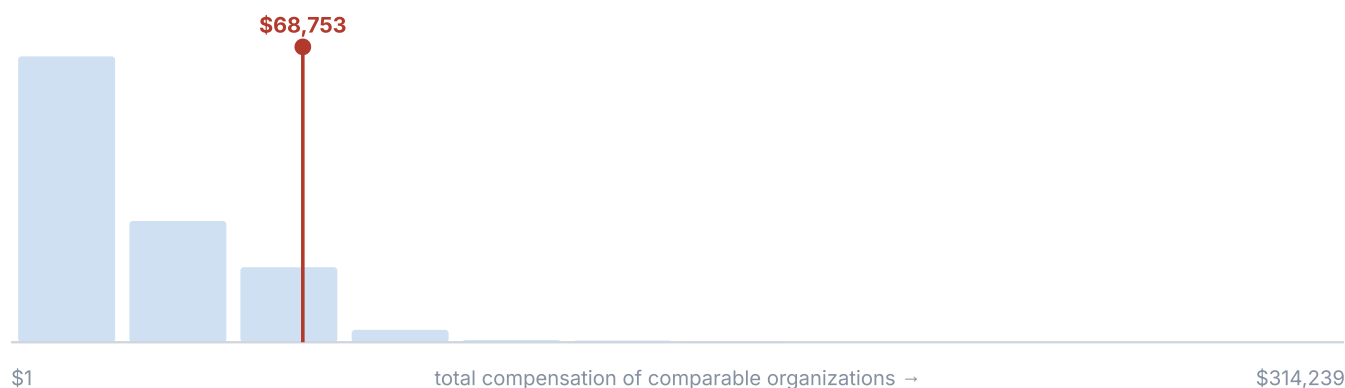
Benchmarked executive: William Brandmeyer — reported title “PRESIDENT/DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N11).
BUDGET	Total revenue between \$138,820 and \$310,792 — 0.67x to 1.50x the subject's \$207,195 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

960 organizations qualified on sector, size, and geography → **960** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,324	\$7,671	\$20,137	\$44,648	\$63,259	\$68,753
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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 KS 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
Girls On The Run Of Eastern Iowa	IA	\$207,166	Executive Dir.	\$54,282	\$53,598	2025
Grand Forks Area Youth Baseball	ND	\$207,309	President/executive Director	\$10,000	\$10,158	2024
Community Resources For Education And Wellness Inc	VA	\$207,000	Executive Director	\$4,963	\$4,567	2023
Arizona College Football Officials	AZ	\$206,953	President	\$1,750	\$1,558	2024
Phoenix Futbol Club Inc	NE	\$207,458	Club Administrator	\$15,580	\$15,111	2025
South Bend Cubs Foundation Inc	IN	\$207,459	Exec Director	\$5,500	\$5,527	2023
Berks County Interscholastic Athletic	PA	\$207,743	Executive Director	\$8,000	\$7,602	2023
Links To Freedom	VA	\$207,784	Executive Di	\$38,500	\$35,425	2023
Ohio Association Of Track	OH	\$207,802	President	\$500	\$490	2024
Basketball Coaches Association Of	MI	\$206,530	Executive Director	\$23,500	\$22,452	2024
Rugby La	CA	\$206,400	Ceo/board Chair	\$79,992	\$65,825	2023
Ballard Football Club Foundation	WA	\$206,398	Director	\$13,628	\$11,294	2024
Wyoming State Usbc	WY	\$206,340	Association Manager	\$5,000	\$4,828	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vail Vikings Football & Cheer Inc	AZ	\$206,339	President	\$1,200	\$1,068	2024
Mountain Monsters Volleyball Club	WV	\$208,074	Co-director	\$18,050	\$18,090	2024
Durango Baseball And Softball	CO	\$206,279	Frm Executive Director	\$11,020	\$10,070	2023
Honolulu Water Polo	HI	\$208,198	Executive Di	\$65,000	\$53,867	2024
Peak Sports Academy	IA	\$206,110	Director Of Coaching	\$10,237	\$11,119	2022
North Shore Volleyball Club	OH	\$206,045	Director/tru	\$4,000	\$4,037	2023
Bart J Ruggiere Adaptive	VT	\$208,368	Executive Dir.	\$77,500	\$72,205	2024
North Royalton Soccer Club	OH	\$208,487	Rec League Director, Sponsors Coordinator And Paid Coach	\$2,805	\$2,831	2023
Marquette Figure Skating Club	MI	\$208,505	Treasurer	\$3,400	\$3,164	2025
Hummelstown Swim Club	PA	\$208,566	President	\$6,000	\$5,702	2023
Swim Focus	CA	\$208,635	Ceo	\$81,000	\$64,742	2024
Valley Stars Basketball Academy	CA	\$205,689	Executive Director	\$53,000	\$43,613	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	960 organizations. Compensation range \$1–\$314,239; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$207,195); for reference, expenses \$240,974 and assets \$1,651.
ROLE MATCH	William Brandmeyer, reported title " <i>PRESIDENT/DIRECTOR</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	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	92 nd
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	90 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 (William Brandmeyer) 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 960 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,753 is reasonable (approximately the 92nd 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.