

Crested Butte Snowsports Foundation

Executive Director / CEO

EIN 840770974
 CO · NTEE N68Z
 FY ending 2024-05-31
 June 9, 2026

This analysis benchmarks the total compensation of **Erica Rasmussen, Executive Director / CEO** (\$37,167) against **every comparable organization** that fit the selection criteria — **188** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

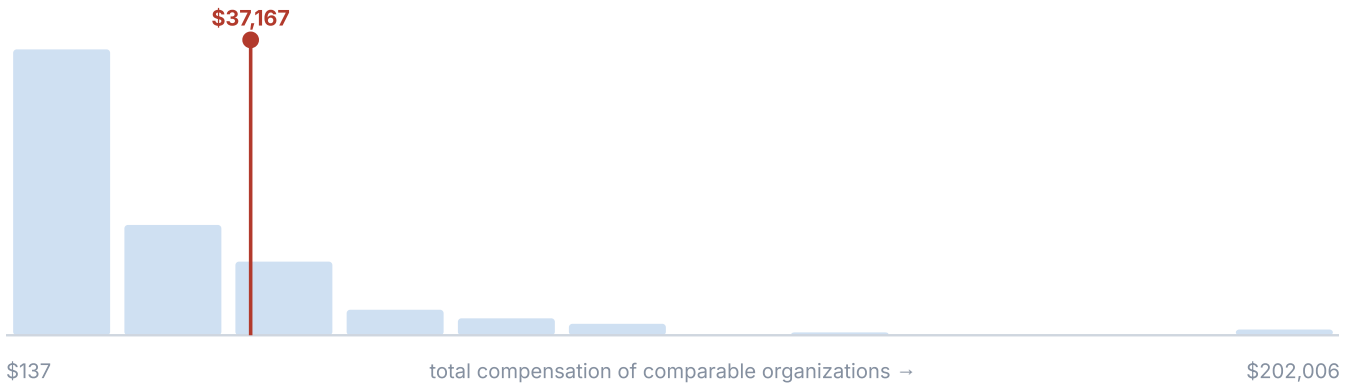
Benchmarked executive: Erica Rasmussen — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N68Z).
BUDGET	Total revenue between \$65,519 and \$146,685 — 0.67x to 1.50x the subject's \$97,790 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

188 organizations qualified on sector, size, and geography → **188** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,540	\$5,121	\$15,190	\$34,357	\$54,999	\$37,167
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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
Dr Roach Outdoor League Inc	OH	\$97,585	Secretary	\$600	\$663	2024
Queen City Water Sports Center	OH	\$98,016	President	\$32,000	\$36,390	2023
Colorado Basketball Club	CO	\$96,959	Director	\$8,225	\$8,225	2024
United States Bowling Congress	SC	\$98,875	Association Manager	\$8,927	\$9,462	2025
Sonoma County Fair Foundation	CA	\$96,648	Chief Financial Officer	\$83,605	\$75,289	2024
York Bell Conservation Reserve Inc	TN	\$96,504	Vp/treasurer	\$6,000	\$6,577	2024
Waynesboro Youth Soccer Association	PA	\$96,472	Director	\$2,000	\$2,080	2024
University Of Hoops Inc	TX	\$96,438	President	\$12,000	\$12,519	2024
The Foundry	WY	\$99,293	Director - Manager	\$5,500	\$5,983	2025
Cook County Snowmobile Club Inc	MN	\$96,076	Gambling Man	\$14,625	\$15,071	2024
Rock Creek Clubhouse Inc	ND	\$95,996	Club House Manager	\$13,328	\$15,704	2023
Rio Grande Valley Junior Volleyball	TX	\$100,312	President	\$9,500	\$9,910	2024
Shaolin Traditional Kung Fu Inc	MD	\$95,260	Director	\$45,600	\$45,773	2023
Chugach Mountain Bike Riders	AK	\$100,790	Executive Director	\$29,800	\$30,589	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Teen Venture	VA	\$94,585	Executive Director	\$30,699	\$31,826	2023
Holiday Rambler Recreational Vehicle	IN	\$94,391	Finance Coordinator	\$600	\$680	2023
Moorhead Crush Fastpitch	MN	\$101,536	Director	\$2,490	\$2,566	2024
Hamilton Joes Baseball Club Inc	OH	\$94,036	President/treasurer	\$11,873	\$13,115	2024
Student Air Rifle Program	MO	\$102,060	President/ceo	\$31,247	\$34,515	2024
Peak Adventure Ministries	NC	\$93,513	Executive Director	\$24,500	\$26,401	2024
Eastern Shore Rail Trail Foundation	VA	\$102,141	Executive Director	\$69,000	\$69,480	2024
Camp Louemma Inc	NJ	\$102,228	Executive Dir.	\$95,000	\$88,457	2024
North Jersey Board Of Approved	NJ	\$102,479	President	\$175	\$158	2025
Temple Recreation Association	PA	\$93,035	President	\$14,600	\$15,632	2023
Roosevelt Arena Association	MN	\$102,604	Gambling Manager	\$16,567	\$17,072	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 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.

● Sample, role match & sensitivity

PEER COUNT **188** organizations. Compensation range \$137–\$202,006; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$97,790); for reference, expenses \$132,781 and assets \$61,238.

ROLE MATCH	Erica Rasmussen, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	79 th
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	74 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 (Erica Rasmussen) 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 188 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,167 is reasonable (approximately the 79th 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.