

# Colorado Youth Basketball Inc

Executive Director / CEO

EIN 841185482  
 CO · NTEE O20Z  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Cassidy Bednark, Executive Director / CEO** (\$22,500) 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 **48<sup>th</sup>** percentile of comparable organizations within the typical range

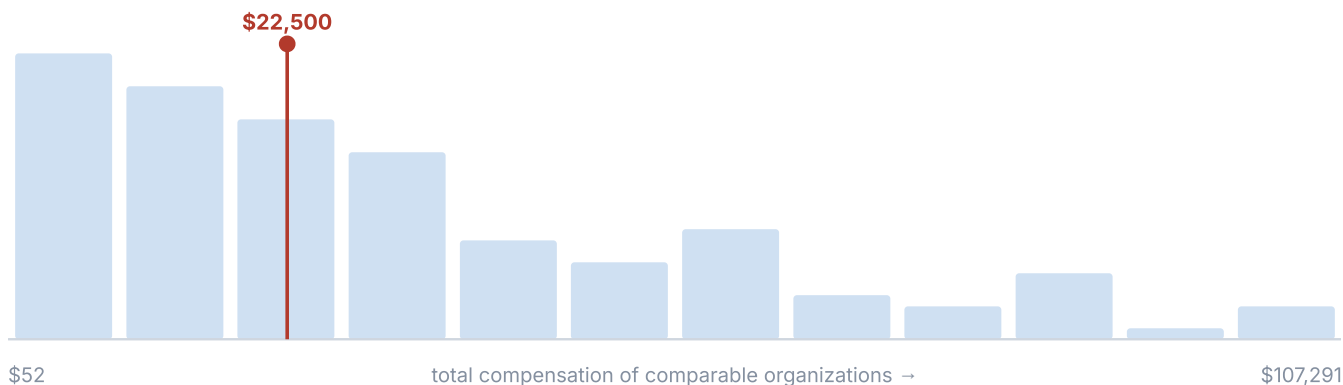
**Benchmarked executive:** Cassidy Bednark — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O20Z).
BUDGET	Total revenue between \$67,104 and \$150,234 — 0.67x to 1.50x the subject's \$100,156 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (O), 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



\$3,995	\$10,497	\$23,054	\$46,574	\$71,668	\$22,500
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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="#">Team Brown Inc</a>	NY	\$100,000	Persident	\$19,540	<b>\$18,414</b>	2023
<a href="#">Urban 360</a>	CA	\$99,700	President	\$25,600	<b>\$23,054</b>	2023
<a href="#">Northern Lights Youth Services Inc</a>	ND	\$99,473	Executive Director	\$24,000	<b>\$27,467</b>	2023
<a href="#">Back 2 Basics Ministry</a>	TX	\$100,975	President	\$27,027	<b>\$27,386</b>	2024
<a href="#">Make Momma Proud</a>	IL	\$99,223	President	\$3,400	<b>\$3,486</b>	2023
<a href="#">Neighborhood Housing Renewal Corp Iv</a>	CA	\$99,152	Secretary, Treasurer	\$26,376	<b>\$23,752</b>	2023
<a href="#">Boys &amp; Girls Club Of Allentown</a>	PA	\$98,768	Secretary (Until 2/2024)	\$26,837	<b>\$27,110</b>	2024
<a href="#">Camp Journey Nw</a>	WA	\$101,664	Non-voting Board Member	\$33,472	<b>\$30,357</b>	2024
<a href="#">Rapid City Club For Boys Foundation</a>	SD	\$97,915	Executive Di	\$95,971	<b>\$107,291</b>	2024
<a href="#">Clay Soper Memorial Fund Inc</a>	MA	\$97,683	President	\$25,000	<b>\$23,429</b>	2023
<a href="#">Reborn Minds Inc</a>	GA	\$97,343	Executive Director	\$32,880	<b>\$33,489</b>	2024
<a href="#">The Outstanding Youth Awards</a>	SC	\$103,945	Oya Founder & Executive Director	\$10,033	<b>\$10,602</b>	2024
<a href="#">Pure Productions Inc</a>	TX	\$103,993	Director, President	\$94,688	<b>\$98,779</b>	2023
<a href="#">Pathways For Kids</a>	CA	\$96,250	Secretary	\$9,500	<b>\$8,555</b>	2023
<a href="#">Leaving The Streets Ministries Inc</a>	MA	\$96,213	President	\$39,700	<b>\$37,205</b>	2023
<a href="#">Camp Quest Inc</a>	SC	\$104,105	Executive Director	\$76,378	<b>\$80,714</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Tfd Soccer Limited</a>	NY	\$104,726	Treasurer	\$11,308	<b>\$10,656</b>	2023
<a href="#">Legacy Makers Inc</a>	NY	\$105,000	Executive Director	\$24,000	<b>\$22,617</b>	2023
<a href="#">Full Armor Ministries Inc</a>	SC	\$105,035	Vice Preside	\$10,039	<b>\$10,609</b>	2024
<a href="#">Youth Voices Center Inc</a>	NY	\$105,654	Exec Director/president	\$60,760	<b>\$57,259</b>	2023
<a href="#">Wolfpack Wrestling Club Inc</a>	NC	\$105,742	Director	\$15,000	<b>\$15,700</b>	2024
<a href="#">Happiness Through Horses</a>	CO	\$94,375	Executive Director	\$6,135	<b>\$6,135</b>	2023
<a href="#">Doxazo Ministries Inc</a>	KS	\$93,809	Executive Director	\$74,354	<b>\$81,369</b>	2024
<a href="#">Christian Cowboy Ministries Of Arizona</a>	AZ	\$93,621	Director	\$12,000	<b>\$11,691</b>	2024
<a href="#">United For Youth Nfp</a>	IL	\$93,472	Scout Executive	\$17,335	<b>\$17,264</b>	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 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	<b>129</b> organizations. Compensation range \$52–\$107,291; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$100,156); for reference, expenses \$53,227 and assets \$1,329. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Cassidy Bednark, reported title <i>"PRESIDENT"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	48 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	47 <sup>th</sup>
Reportable pay only (column D), adjusted	54 <sup>th</sup>
All sources (D + E + F), adjusted	40 <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 (Cassidy Bednark) 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 major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,500 is reasonable (approximately the 48<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 9, 2026.