

Student Angler Tournament Trail

Executive Director / CEO

EIN 863600701
 MN · NTEE O50
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Natalie Peterson, Executive Director / CEO** (\$4,000) against **every comparable organization** that fit the selection criteria — **162** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

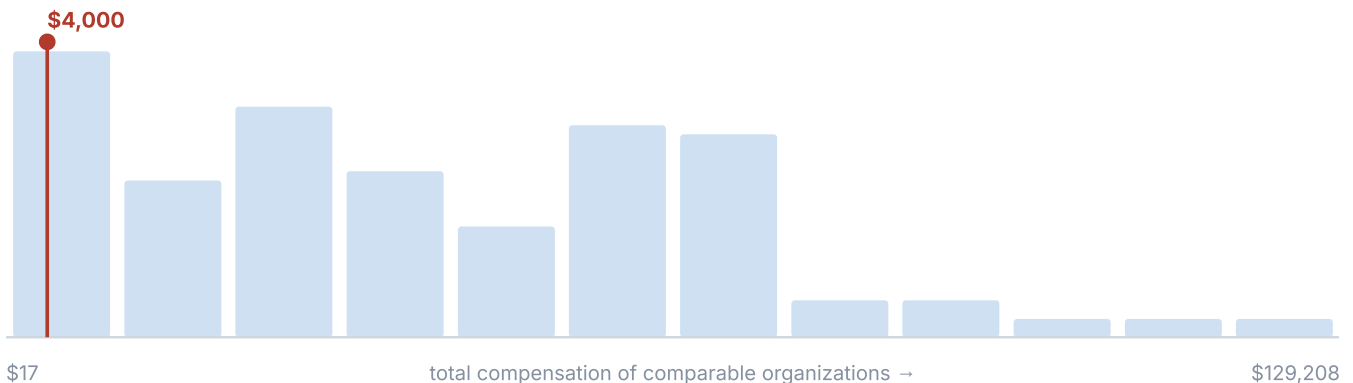
Benchmarked executive: Natalie Peterson — reported title “PRESIDENT & TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$92,484 and \$207,054 — 0.67x to 1.50x the subject's \$138,036 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

162 organizations qualified on sector, size, and geography → **162** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,313	\$18,040	\$35,358	\$63,086	\$73,066	\$4,000
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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 MN 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
The Annual Hawaii Convention Inc	HI	\$137,287	Secretary	\$4,500	\$4,077	2023
Girls Rock Philly	PA	\$138,977	Program Director	\$70,000	\$70,646	2023
Boxwood Learning Center Inc	NJ	\$136,522	Ceo	\$2,544	\$2,299	2023
Sports Academy Of Idaho	ID	\$140,071	Co-president	\$19,200	\$20,670	2023
West Texas United Soccer Club	TX	\$140,157	Treasurer	\$18,400	\$17,626	2025
Wethrive Inc	MA	\$141,550	Director	\$90,000	\$79,500	2024
Camp Compass Inc	PA	\$141,552	President	\$19,500	\$19,680	2023
Academic Link Outreach Nfp	WA	\$134,482	Vice President	\$52,002	\$47,118	2023
All4love	MD	\$132,116	Executive Director	\$33,908	\$32,082	2023
Project Impact South Bend Inc	IN	\$130,858	Director	\$9,600	\$9,952	2024
The Joey Arrietta Foundation	OH	\$130,731	President/di	\$55,240	\$59,212	2023
Color Outside The Lines	OR	\$130,243	Executive Director	\$45,000	\$42,292	2023
Rip City Foundation	MI	\$129,792	Secy Treas.	\$20,800	\$21,104	2024
Coalition Of Care Greater Cincinnati	OH	\$146,891	Co Executive Director	\$67,500	\$70,277	2024
Brimhall Family Foundation	AZ	\$147,083	President	\$12,600	\$11,912	2024
Wartime Fitness Warriors	VA	\$147,131	President	\$43,375	\$41,169	2024
Makaha Cultural Learning Center	HI	\$128,555	President	\$21,008	\$19,035	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alliance Of Elite Youth Leadership	TX	\$128,237	Excecutive D	\$68,309	\$67,168	2024
Daytona Beach Sports Club Inc	FL	\$127,128	President	\$1,000	\$923	2024
Juvenile Education & Awareness Project	NJ	\$149,054	Ceo	\$3,120	\$2,738	2024
The Third Story Inc	CO	\$125,746	President	\$70,391	\$68,308	2023
The Playmakers Organization Inc	CA	\$150,381	Executive Dir.	\$49,500	\$42,017	2024
Suburban Balance	MO	\$150,874	President & Ceo	\$62,000	\$64,551	2024
Fairbanks Tennis Association	AK	\$124,543	Vice President, Treasurer	\$2,150	\$2,080	2023
The Coleman A Young Ii Educational	MI	\$151,621	Donor Relations Mgr	\$13,900	\$14,520	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 162 organizations. Compensation range \$17–\$129,208; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$138,036); for reference, expenses \$81,817 and assets \$254,515. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Natalie Peterson, reported title "*PRESIDENT & TREASURER*", 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 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	9 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 (Natalie Peterson) 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 162 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,000 is reasonable (approximately the 9th 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.