

Friends Of Creamers Field

Executive Director / CEO

EIN 920137107

AK · NTEE O20I

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Grace Nelson, Executive Director / CEO** (\$55,900) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

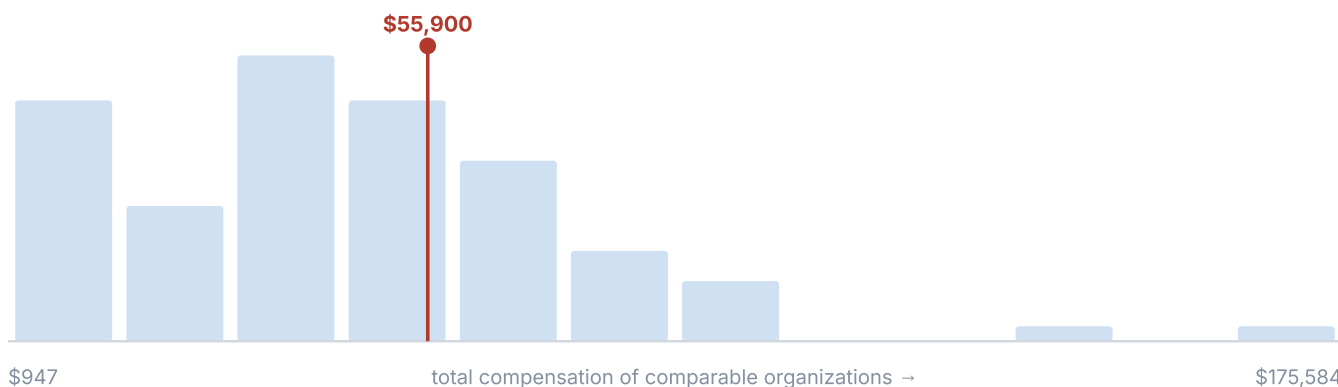
Benchmarked executive: Grace Nelson — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O20I).
BUDGET	Total revenue between \$179,907 and \$402,777 — 0.67x to 1.50x the subject's \$268,518 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O20), nationwide + budget 0.67–1.5x revenue.

84 organizations qualified on sector, size, and geography → **84** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,136	\$26,609	\$43,700	\$62,581	\$82,475	\$55,900
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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 AK 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
Penns Valley Youth Center	PA	\$266,719	Executive Director	\$35,000	\$36,508	2024
Coutts-moriarty Camp Inc	VT	\$271,050	Executive Director	\$19,800	\$20,845	2024
Project Whitefish Kids Inc	MT	\$263,601	Executive Dir.	\$15,000	\$16,912	2024
Middle Valley Youth Association Inc	TN	\$277,257	Cheer President	\$8,333	\$8,925	2025
Npc Ff	VA	\$277,763	President/club Founder	\$41,354	\$42,998	2023
Police Athletic League Of Atlantic City	NJ	\$277,866	Executive Director	\$4,500	\$4,202	2024
Rotary Youth Camp Of North Fl Inc	FL	\$278,566	Executive Di	\$51,500	\$50,604	2024
Future Leaders Organization	NJ	\$280,000	Ceo	\$32,306	\$31,061	2023
Hickory Willow Swim Association	IL	\$281,052	Ceo/head Coa	\$35,988	\$37,007	2024
Greenmount West Community Center	MD	\$281,100	Executive Director/chair	\$52,000	\$52,352	2023
Missionfit	MD	\$255,682	Executive Director	\$85,000	\$83,120	2024
Pal Of Cape Cod Inc	MA	\$254,633	Treasurer/secretary	\$1,200	\$1,161	2023
Excellence & Ambition Inc	MD	\$252,294	Executive Director	\$39,434	\$38,562	2024
Valley Friendship Club	MN	\$284,830	Executive Director	\$66,135	\$70,371	2023
Colfax Community Network Inc	CO	\$286,392	Ceo	\$56,104	\$56,270	2024
Hilliard High School Hockey Club	OH	\$250,149	Director Of	\$12,282	\$13,255	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Imagine That Summer Camp	AZ	\$289,732	Director	\$30,500	\$30,681	2024
Blackfoot Community Center	ID	\$245,899	Executive Dir.	\$51,241	\$58,700	2023
Premier Athletics For Youth Development	MI	\$245,424	Director	\$30,800	\$33,252	2024
Crystal Lake Teen Center	IL	\$244,067	President And Executive Director	\$1,500	\$1,542	2024
D & N Event Center Inc	NE	\$294,262	Board Member	\$23,200	\$26,100	2024
Teen Center Usa	CA	\$242,595	Executive Director	\$54,080	\$50,287	2023
Reb Sports Academy Inc	OH	\$242,165	Director	\$4,125	\$4,705	2023
Montana Outfitters And Guides Education Institute	MT	\$295,143	Executive Director	\$25,000	\$29,019	2023
The Degood Foundation	VA	\$241,261	Executive Director	\$9,419	\$9,513	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK 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 AK 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 84 organizations. Compensation range \$947–\$175,584; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$268,518); for reference, expenses \$257,469 and assets \$227,929.

ROLE MATCH Grace Nelson, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 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	68 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	67 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 (Grace Nelson) 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 84 similarly situated organizations (Same NTEE sector (O20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,900 is reasonable (approximately the 68th 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.