

# Phoenix After School Sports Inc

Executive Director / CEO

EIN 030481636

AZ · NTEE N66

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Tony M Reyes, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Tony M Reyes — 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 (N66).

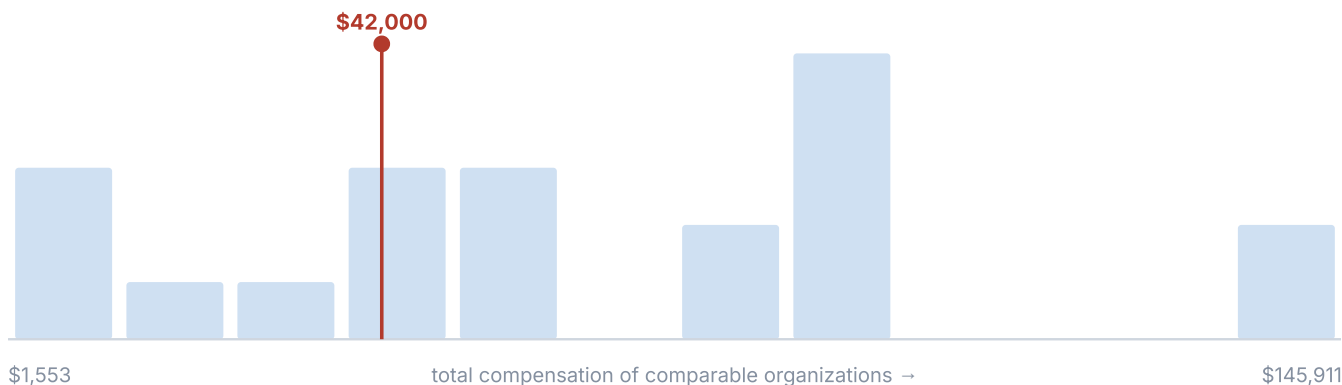
**BUDGET** Total revenue between \$227,375 and \$509,049 — 0.67x to 1.50x the subject's \$339,366 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (N66), nationwide + budget 0.67–1.5x revenue.

**20** organizations qualified on sector, size, and geography

→ **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,328	\$39,363	\$60,419	\$88,871	\$98,466	\$42,000
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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 AZ 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="#">Austin High School Boys Lacrosse</a>	TX	\$341,177	Director/hc	\$89,839	<b>\$91,035</b>	2025
<a href="#">Greater Baltimore Tennis Patrons</a>	MD	\$353,220	President	\$85,486	<b>\$83,102</b>	2024
<a href="#">Aspen Lacrosse Club</a>	CO	\$314,979	President	\$61,000	<b>\$60,820</b>	2024
<a href="#">Sioux Falls Tennis Association</a>	SD	\$365,057	Director	\$2,000	<b>\$2,363</b>	2023
<a href="#">Hamilton County Community Tennis Association Inc</a>	IN	\$371,102	Executive Director	\$133,066	<b>\$145,911</b>	2024
<a href="#">Spring Branch Tennis Association</a>	TX	\$373,348	Executive Director	\$52,130	<b>\$54,222</b>	2024
<a href="#">Five Star Volleyball Club Inc</a>	CO	\$296,416	President	\$42,140	<b>\$43,257</b>	2023
<a href="#">York Adams Community Tennis</a>	PA	\$389,165	Treasurer	\$41,662	<b>\$43,200</b>	2024
<a href="#">Northern Ca Junior Lacrosse Association</a>	CA	\$288,145	Secretary	\$6,300	<b>\$5,657</b>	2024
<a href="#">Atlanta Community Tennis Foundation</a>	GA	\$403,598	Executive Director	\$83,642	<b>\$87,448</b>	2024
<a href="#">Washington Inner City Lacrosse</a>	DC	\$271,843	Executive Director	\$100,600	<b>\$94,504</b>	2023
<a href="#">Junior Tennis Foundation Inc</a>	NY	\$249,993	Executive Director & Ceo	\$80,000	<b>\$77,388</b>	2023
<a href="#">Kids On The Ball Inc</a>	VT	\$248,626	Chairman	\$55,702	<b>\$60,018</b>	2023
<a href="#">Greensboro Tennis Organization Inc</a>	NC	\$245,741	Ex. Dir., League Coord.	\$82,046	<b>\$88,149</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">South Atlanta Community Tennis</a>	GA	\$237,219	Ceo/executive Director	\$25,875	<b>\$27,851</b>	2023
<a href="#">Border Youth Tennis Exchange Inc</a>	AZ	\$450,473	Executive Director	\$130,273	<b>\$134,121</b>	2023
<a href="#">Raleigh Tennis Association</a>	NC	\$463,614	Executive Di	\$41,818	<b>\$46,256</b>	2023
<a href="#">Cptc Nfp</a>	IL	\$478,318	Director	\$1,475	<b>\$1,553</b>	2023
<a href="#">First Serve Okc Foundation</a>	OK	\$478,799	Executive Director	\$78,433	<b>\$92,456</b>	2023
<a href="#">Tre &amp; Associates Inc</a>	NY	\$497,110	President	\$19,421	<b>\$18,248</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	20 organizations. Compensation range \$1,553–\$145,911; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$339,366); for reference, expenses \$336,456 and assets \$78,717.
ROLE MATCH	Tony M Reyes, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	25 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	35 <sup>th</sup>
Reportable pay only (column D), adjusted	25 <sup>th</sup>

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All sources (D + E + F), adjusted

25<sup>th</sup>

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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

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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 (Tony M Reyes) 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 20 similarly situated organizations (Same NTEE sector (N66), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 25<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.