PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Battlefield Gymnastics Booster Club

Executive Director / CEO

EIN **030509902**
VA · NTEE N60
FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Azin Youssefi, Executive Director / CEO** ($3,060) against **every comparable organization** that fit the selection criteria — **180** 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

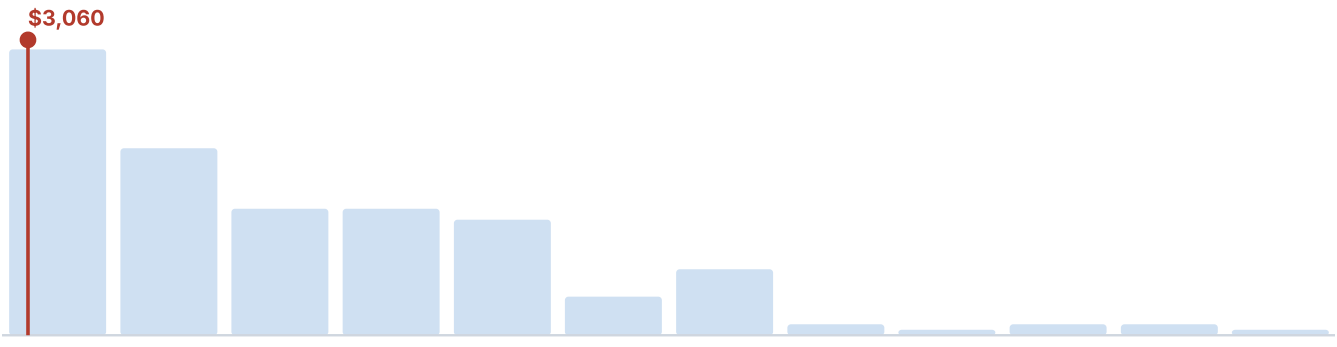
> **Benchmarked executive:** Azin Youssefi — reported title “Vice-President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between $181,163 and $405,591 — 0.67× to 1.50× the subject's $270,394 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue.

180 organizations qualified on sector, size, and geography → **180** within the band form the benchmarked peer set.

Distribution of comparable compensation



$141 — total compensation of comparable organizations → — $150,146

$4,020	$10,036	$26,908	$51,409	$77,418	$3,060

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 9TH

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 VA 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
Richmond Fencing Club	VA	$270,362	President	$12,600	**$12,239**	2024
Aaron Donald 99 Solutions Foundation	PA	$270,296	Executive Director	$40,001	**$41,314**	2023
Dream Court Inc	AL	$271,153	Executive Director	$77,500	**$84,227**	2024
Flagler Sheriff's Pal Inc	FL	$272,119	Pal Director	$88,346	**$83,490**	2024
Hot Tubes Development Cycling	MA	$272,668	President	$60,827	**$54,987**	2024
Lakeland Legends Youth Baseball	FL	$267,578	President	$13,750	**$13,378**	2023
Bellevue Boys Lacrosse Club	WA	$273,356	Youth Program Director	$55,194	**$49,710**	2024
Alpha Hockey Inc	MD	$274,172	Director	$64,000	**$60,191**	2024
East Orlando Knights Futbol Club Inc	FL	$274,943	Presidenttreasurer	$26,450	**$25,734**	2023
Rugby Pennsylvania Inc	PA	$275,500	Exec. Director	$68,672	**$68,891**	2024
Cbhm Inc	VT	$275,939	President	$8,000	**$8,340**	2023
9-11 Strong Inc	NY	$276,238	President	$42,000	**$38,179**	2024
Borderline Junior Volleyball Inc	OH	$263,824	Trustee/dire	$52,250	**$54,236**	2025
Montana Mountaineering Association	MT	$262,497	Executive Dir.	$23,825	**$25,835**	2024
435 Elite Sports Inc	UT	$262,335	Director	$14,400	**$15,264**	2023
Mamba Volleyball Academy	WI	$279,279	President	$9,555	**$10,039**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rogers Area Youth Volleyball Association	MN	$261,333	Director	$18,062	**$17,954**	2024
Rocky Mountain Youth Sports Rmys	CO	$279,611	Executive Dir.	$12,715	**$12,265**	2024
Wayzata Lacrosse Association	MN	$280,014	Secretary	$1,500	**$1,491**	2024
Progression Sports Performance Inc	CA	$280,698	President	$31,356	**$27,237**	2024
Atlantic Challenge Usa	ME	$259,933	Executive Dir.	$36,250	**$36,515**	2024
Sarpy County Swim Club Inc	NE	$258,891	Board Member	$16,713	**$18,084**	2024
Race Cats	UT	$258,074	President	$44,600	**$45,919**	2024
Blue Banner Volleyball	CA	$283,377	President	$20,244	**$18,105**	2023
Ann Arbor Rowing Club	MI	$283,575	Director	$41,156	**$42,733**	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	**180** organizations. Compensation range $141–$150,146; filing years 2022–2025.
SIZE BASIS	Matched on total revenue ($270,394); for reference, expenses $286,506 and assets $7,831.
ROLE MATCH	Azin Youssefi, reported title *"Vice-President"*, 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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	9th
Total compensation (D + F), as reported (no adjustments)	9th
Reportable pay only (column D), adjusted	11th
All sources (D + E + F), adjusted	9th

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 (Azin Youssefi) 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 180 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $3,060 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.