

Wellesley Youth Baseball & Softball Inc

Executive Director / CEO

EIN 042946796

MA · NTEE N63

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ann J Williams, Executive Director / CEO** (\$45,096) against **every comparable organization** that fit the selection criteria — **68** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

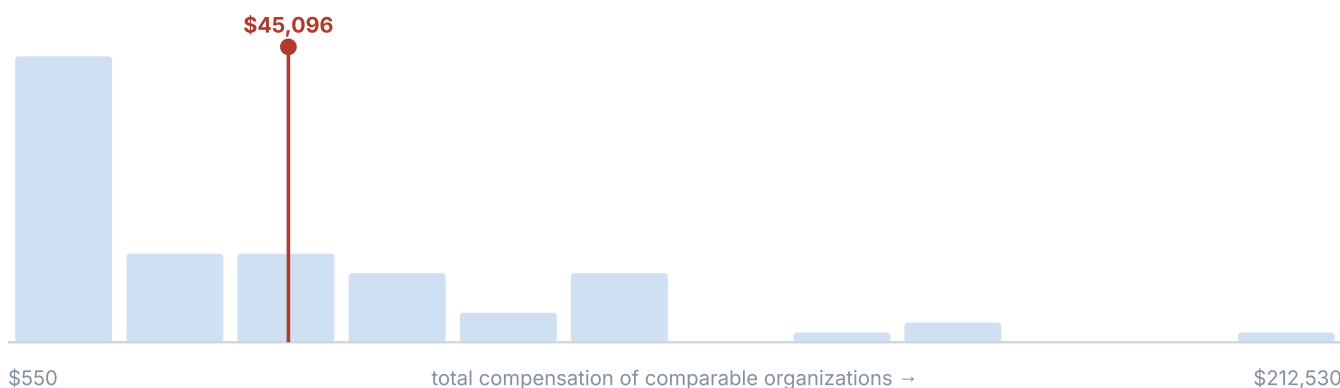
Benchmarked executive: Ann J Williams — reported title “DIRECTOR, LEAGUE ADMIN”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N63).
BUDGET	Total revenue between \$279,481 and \$625,705 — 0.67x to 1.50x the subject's \$417,137 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N63), nationwide + budget 0.67–1.5x revenue.

68 organizations qualified on sector, size, and geography → **68** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,242	\$11,034	\$28,924	\$63,771	\$94,325	\$45,096
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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 MA 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
Galaxy Of Stars Events	VA	\$420,140	President	\$15,000	\$16,593	2023
Minnesota Asa	MN	\$420,429	Commissioner	\$78,000	\$85,768	2024
Northern Kentucky Baseball Association	KY	\$421,374	Operations Manager	\$35,000	\$41,845	2024
Alexandria Youth Baseball	MN	\$421,579	Board Member	\$10,325	\$11,353	2024
Scots Baseball Club	TX	\$401,146	Treasurer	\$6,000	\$6,679	2024
Broken Arrow Boys Baseball Program	OK	\$435,139	President	\$9,050	\$11,090	2024
Conroe Area Youth Baseball Inc	TX	\$435,205	Secretary	\$25,304	\$28,168	2024
Positive Sports Training Inc	IA	\$392,354	Chief Umpire	\$12,000	\$14,622	2024
Anchorage Bucs Baseball Club Inc	AK	\$388,837	General Mana	\$86,724	\$89,889	2025
Phipps Park Baseball Inc	FL	\$447,463	President	\$87,000	\$90,951	2024
Suburban Girls Softball	OH	\$385,447	Vice President Treasurer	\$1,500	\$1,768	2024
Burr Ridge Willowbrook Girls Softball	IL	\$382,905	Director	\$10,008	\$10,949	2024
Rise 2 Greatness Foundation	IA	\$453,340	President	\$120,000	\$146,216	2024
Diamond Council Of Columbia Inc	MO	\$376,782	Executive Director	\$62,304	\$73,435	2024
Danville Little League	CA	\$465,002	Secretary	\$16,000	\$15,375	2024
Fairfax Adult Softball Inc	VA	\$368,576	Board Member	\$4,050	\$4,481	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Durango Youth Soccer Association Inc	CO	\$367,764	Executive Dir.	\$53,967	\$57,586	2024
Josh Gibson Foundation	PA	\$467,905	Executive Di	\$42,000	\$46,609	2024
Baltimore Urban Baseball Association Inc	MD	\$364,367	President	\$137,381	\$142,929	2024
Arlington Girls Softball Association	VA	\$362,515	Co-registrar/spirit Commissioner	\$10,000	\$10,745	2024
Lady Hustle Fastpitch	CA	\$361,352	Ceo (Former Officer)	\$30,000	\$29,679	2023
 Fargo Metro Baseball Association	ND	\$474,273	Vice President/gm	\$28,935	\$36,380	2023
El Paso Border Youth Athletic Assoc	TX	\$477,320	Executive Director	\$58,462	\$65,078	2024
Lincoln Dominators Baseball	NE	\$355,599	President	\$13,000	\$15,560	2024
Usa Softball Of Texas	TX	\$353,932	President	\$1,000	\$1,113	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 68 organizations. Compensation range \$550–\$212,530; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$417,137); for reference, expenses \$450,387 and assets \$344,549.

ROLE MATCH Ann J Williams, reported title "*DIRECTOR, LEAGUE ADMIN*", 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	3 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	66 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	66 th
All sources (D + E + F), adjusted	65 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 (Ann J Williams) 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 68 similarly situated organizations (Same NTEE sector (N63), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,096 is reasonable (approximately the 66th 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.