

Usa Track & Field-new England Inc

Executive Director / CEO

EIN **043016191**
 MA · NTEE N260
 FY ending 2024-12-31
June 13, 2026

This analysis benchmarks the total compensation of **Stephen Vaitones, Executive Director / CEO** (\$50,314) against **every comparable organization** that fit the selection criteria — **1318** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

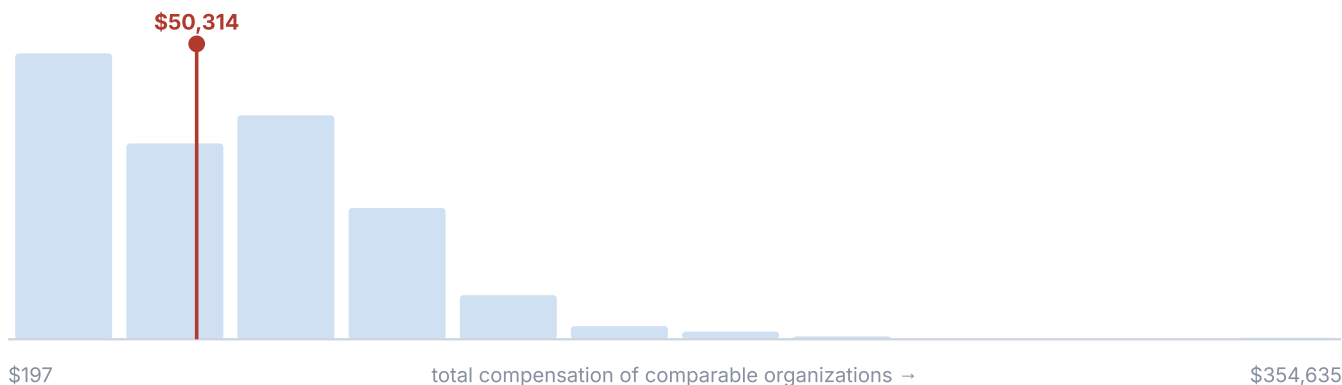
Benchmarked executive: Stephen Vaitones — reported title “MANAGING DIR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N260).
BUDGET	Total revenue between \$319,287 and \$714,822 — 0.67x to 1.50x the subject's \$476,548 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

1,318 organizations qualified on sector, size, and geography → **1,318** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,717	\$20,450	\$55,685	\$84,992	\$112,467	\$50,314
---------	----------	----------	----------	-----------	-----------------



■ 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
Piedmont Interstate Fair	SC	\$476,217	Exec. Direct	\$38,000	\$44,116	2024
Renaissance Knights Foundation	IL	\$477,135	President	\$72,500	\$79,317	2024
El Paso Border Youth Athletic Assoc	TX	\$477,320	Executive Director	\$58,462	\$65,078	2024
Child And Family Institute Of Fairfield	CT	\$478,030	Executive Director	\$51,923	\$55,777	2023
Pacifica Sea Lions Aquatic Club Inc	CA	\$474,920	Head Coach	\$98,471	\$94,623	2024
Cptc Nfp	IL	\$478,318	Director	\$1,475	\$1,662	2023
Madison United Rugby Inc	WI	\$478,382	Executive Director	\$40,000	\$46,488	2024
First Serve Okc Foundation	OK	\$478,799	Executive Director	\$78,433	\$98,948	2023
Fargo Metro Baseball Association	ND	\$474,273	Vice President/gm	\$28,935	\$36,380	2023
Grass Hoppers Sports Inc	WI	\$474,250	President	\$20,000	\$23,931	2023
Bridge City Soccer Academy	OR	\$478,987	President & Executive Director	\$63,935	\$68,023	2023
Indiana Park And Recreation Association	IN	\$474,097	Executive Director	\$101,376	\$122,482	2023
Southern Maine Community Recreation Center	ME	\$479,038	General Manager	\$103,738	\$115,597	2024
Lafayette Tennis Association	DC	\$473,964	Supervisor	\$107,000	\$104,489	2024
Eagles Athletic Association Inc	IN	\$473,953	Director	\$18,158	\$21,938	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pickleball Cares Inc	CA	\$479,180	President	\$44,833	\$44,353	2023
Minneapolis Rowing Club	MN	\$473,598	Club Administrator	\$44,793	\$50,709	2023
Detroit Lakes Youth Hockey	MN	\$473,469	President	\$1,133	\$1,246	2024
Prospect Mountain Association Inc	VT	\$473,412	Director	\$61,464	\$68,845	2024
Dragon Elite Baseball Club	WA	\$479,719	Ceo	\$58,000	\$57,786	2024
Booger Fund	WA	\$479,741	Executive Director	\$100,000	\$102,575	2023
Nature Camp Inc	VA	\$473,161	Executive Director (Ex Off)	\$59,589	\$64,027	2024
Agoura Youth Basketball Association	CA	\$480,002	Director	\$10,400	\$9,994	2024
American Volkssport Associationinc	TX	\$472,967	Ceo/presiden	\$106,513	\$118,567	2024
Abundant Life Ranch Inc	CA	\$472,929	President	\$68,312	\$65,643	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 1318 organizations. Compensation range \$197–\$354,635; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$476,548); for reference, expenses \$359,932 and assets \$871,281.

ROLE MATCH Stephen Vaitones, reported title "MANAGING DIR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	47 th
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	45 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 (Stephen Vaitones) 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 13, 2026, comparing compensation against 1318 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,314 is reasonable (approximately the 47th 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 13, 2026.