

Hot Tubes Development Cycling

Executive Director / CEO

EIN 043817370

MA · NTEE N60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tobias Stanton, Executive Director / CEO** (\$60,827) against **every comparable organization** that fit the selection criteria — **181** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

Benchmarked executive: Tobias Stanton — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (N60).

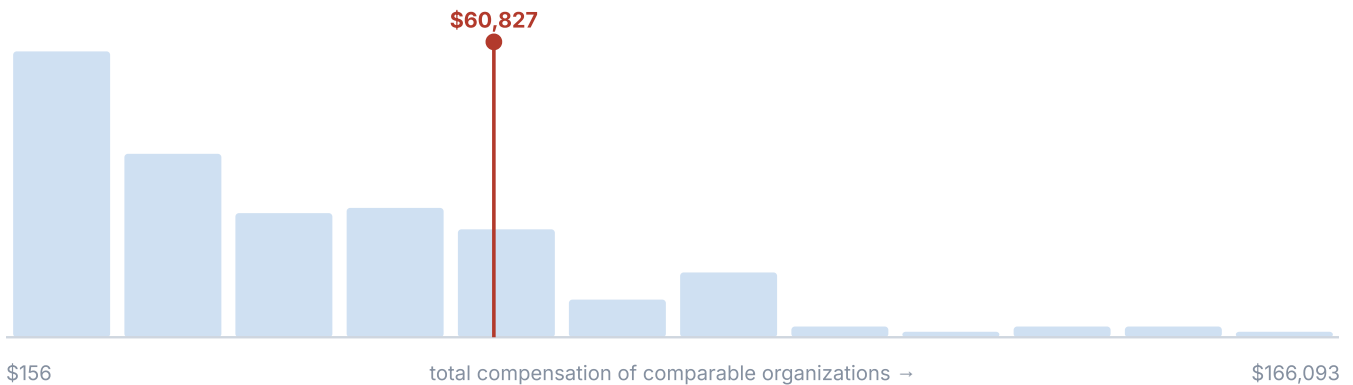
BUDGET Total revenue between \$182,687 and \$409,002 — 0.67x to 1.50x the subject's \$272,668 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

181 organizations qualified on sector, size, and geography

→ **181** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,394	\$11,096	\$29,645	\$56,254	\$85,451	\$60,827
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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
Flagler Sheriff's Pal Inc	FL	\$272,119	Pal Director	\$88,346	\$92,358	2024
Bellevue Boys Lacrosse Club	WA	\$273,356	Youth Program Director	\$55,194	\$54,991	2024
Alpha Hockey Inc	MD	\$274,172	Director	\$64,000	\$66,585	2024
Dream Court Inc	AL	\$271,153	Executive Director	\$77,500	\$93,172	2024
Battlefield Gymnastics Booster Club	VA	\$270,394	Vice-president	\$3,060	\$3,385	2023
East Orlando Knights Futbol Club Inc	FL	\$274,943	President/treasurer	\$26,450	\$28,468	2023
Richmond Fencing Club	VA	\$270,362	President	\$12,600	\$13,538	2024
Aaron Donald 99 Solutions Foundation	PA	\$270,296	Executive Director	\$40,001	\$45,703	2023
Rugby Pennsylvania Inc	PA	\$275,500	Exec. Director	\$68,672	\$76,208	2024
Cbhm Inc	VT	\$275,939	President	\$8,000	\$9,225	2023
9-11 Strong Inc	NY	\$276,238	President	\$42,000	\$42,234	2024
Lakeland Legends Youth Baseball	FL	\$267,578	President	\$13,750	\$14,799	2023
Mamba Volleyball Academy	WI	\$279,279	President	\$9,555	\$11,105	2024
Rocky Mountain Youth Sports Rmys	CO	\$279,611	Executive Dir.	\$12,715	\$13,568	2024
Wayzata Lacrosse Association	MN	\$280,014	Secretary	\$1,500	\$1,649	2024
Progression Sports Performance Inc	CA	\$280,698	President	\$31,356	\$30,131	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Borderline Junior Volleyball Inc	OH	\$263,824	Trustee/dire	\$52,250	\$59,997	2025
Montana Mountaineering Association	MT	\$262,497	Executive Dir.	\$23,825	\$28,579	2024
435 Elite Sports Inc	UT	\$262,335	Director	\$14,400	\$16,885	2023
Blue Banner Volleyball	CA	\$283,377	President	\$20,244	\$20,028	2023
Ann Arbor Rowing Club	MI	\$283,575	Director	\$41,156	\$47,273	2024
Rogers Area Youth Volleyball Association	MN	\$261,333	Director	\$18,062	\$19,861	2024
Blue Valley Junior Athletic Association	KS	\$284,828	President	\$45,450	\$56,254	2023
Atlantic Challenge Usa	ME	\$259,933	Executive Dir.	\$36,250	\$40,394	2024
Lake Forest Lacrosse Association	IL	\$285,773	Director	\$2,535	\$2,773	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 181 organizations. Compensation range \$156–\$166,093; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$272,668); for reference, expenses \$249,085 and assets \$69,374.

ROLE MATCH Tobias Stanton, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this 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	80 th
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	80 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 (Tobias Stanton) 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 181 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,827 is reasonable (approximately the 80th 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.