

Junior Tennis Foundation Inc

Executive Director / CEO

EIN 133155380
 NY · NTEE N66Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Mark McIntyre, Executive Director / CEO** (\$80,000) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

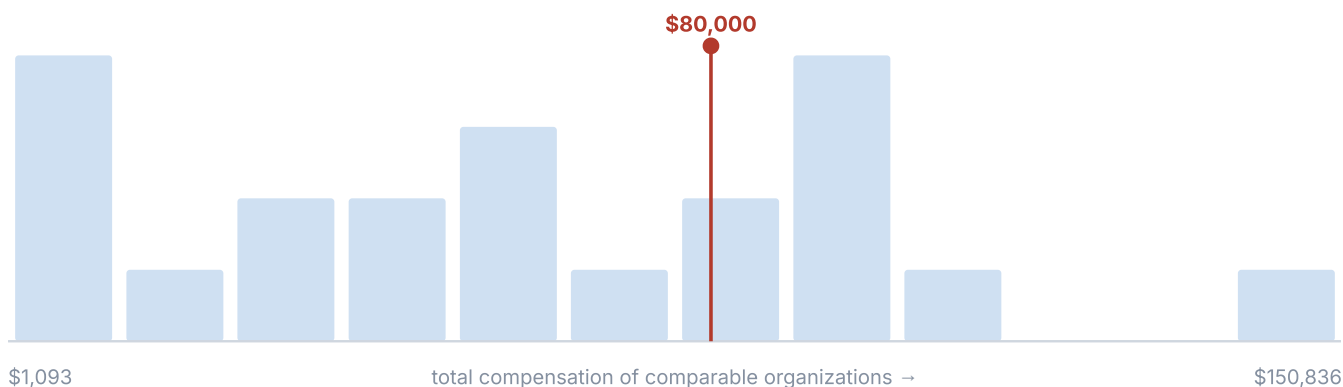
Benchmarked executive: Mark McIntyre — reported title “EXECUTIVE DIRECTOR & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N66Z).
BUDGET	Total revenue between \$167,495 and \$374,989 — 0.67x to 1.50x the subject's \$249,993 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N66), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,443	\$28,792	\$62,045	\$91,125	\$97,695	\$80,000
---------	----------	----------	----------	----------	----------



■ 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 NY 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
Kids On The Ball Inc	VT	\$248,626	Chairman	\$55,702	\$62,045	2023
Greensboro Tennis Organization Inc	NC	\$245,741	Ex. Dir., League Coord.	\$82,046	\$91,125	2024
South Atlanta Community Tennis	GA	\$237,219	Ceo/executive Director	\$25,875	\$28,792	2023
Washington Inner City Lacrosse	DC	\$271,843	Executive Director	\$100,600	\$97,695	2023
Urban Squash Twin Cities	MN	\$227,290	Executive Director	\$86,488	\$91,861	2024
Dna Tennis Foundation Of Central Texas	TX	\$221,978	President	\$1,246	\$1,339	2024
Firehawks Lacrosse Club	CA	\$217,338	Former Executive Director	\$27,308	\$24,694	2025
Rochester Community Squash Inc	NY	\$215,860	Executive Director	\$111,300	\$111,300	2023
Northern Ca Junior Lacrosse Association	CA	\$288,145	Secretary	\$6,300	\$5,847	2024
Sandhills Sandsharks Inc	NC	\$211,539	Head Coach	\$55,995	\$64,028	2023
Five Star Volleyball Club Inc	CO	\$296,416	President	\$42,140	\$44,717	2023
Greater Pottstown Tennis & Learning	PA	\$196,238	Exec Directo	\$73,980	\$79,302	2024
Aspen Lacrosse Club	CO	\$314,979	President	\$61,000	\$62,873	2024
Mahtomedi Youth Lacrosse Association	MN	\$179,245	Boys Varsity Coach	\$1,000	\$1,093	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Montgomery County Tennis Association	MD	\$178,958	Executive Director	\$32,083	\$32,242	2024
Phoenix After School Sports Inc	AZ	\$339,366	Executive Director	\$42,000	\$43,418	2024
Austin High School Boys Lacrosse	TX	\$341,177	Director/hc	\$89,839	\$94,108	2025
Greater Baltimore Tennis Patrons	MD	\$353,220	President	\$85,486	\$85,907	2024
Sioux Falls Tennis Association	SD	\$365,057	Director	\$2,000	\$2,443	2023
Hamilton County Community Tennis Association Inc	IN	\$371,102	Executive Director	\$133,066	\$150,836	2024
Spring Branch Tennis Association	TX	\$373,348	Executive Director	\$52,130	\$56,052	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 21 organizations. Compensation range \$1,093–\$150,836; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$249,993); for reference, expenses \$240,359 and assets \$628,501.

ROLE MATCH Mark McIntyre, reported title "*EXECUTIVE DIRECTOR & CEO*", 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	67 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	67 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 (Mark McIntyre) 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 21 similarly situated organizations (Same NTEE sector (N66), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,000 is reasonable (approximately the 67th 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.