

# Suburban Girls Softball

Executive Director / CEO

EIN 201787064  
 OH · NTEE N63  
 FY ending 2024-09-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Jack Simmons, Executive Director / CEO** (\$1,500) against **every comparable organization** that fit the selection criteria — **71** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 4<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

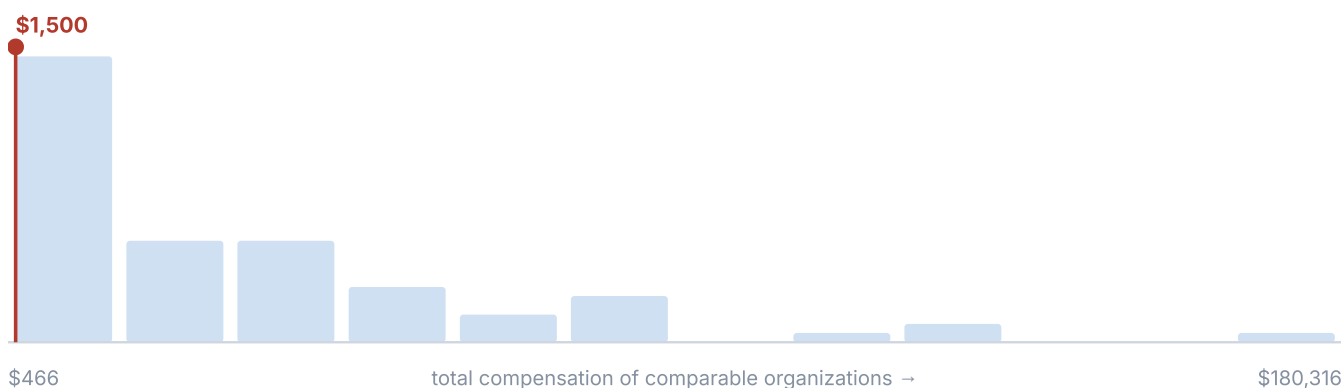
**Benchmarked executive:** Jack Simmons — reported title “VICE PRESIDENT TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (N63).
- BUDGET** Total revenue between \$258,249 and \$578,170 — 0.67x to 1.50x the subject's \$385,447 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (N63), nationwide + budget 0.67–1.5x revenue.

**71** organizations qualified on sector, size, and geography → **71** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,666	\$9,491	\$23,898	\$45,433	\$77,165	\$1,500
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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 OH 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
<a href="#">Burr Ridge Willowbrook Girls Softball</a>	IL	\$382,905	Director	\$10,008	<b>\$9,290</b>	2024
<a href="#">Anchorage Bucs Baseball Club Inc</a>	AK	\$388,837	General Mana	\$86,724	<b>\$76,264</b>	2025
<a href="#">Positive Sports Training Inc</a>	IA	\$392,354	Chief Umpire	\$12,000	<b>\$12,405</b>	2024
<a href="#">Diamond Council Of Columbia Inc</a>	MO	\$376,782	Executive Director	\$62,304	<b>\$62,304</b>	2024
<a href="#">Scots Baseball Club</a>	TX	\$401,146	Treasurer	\$6,000	<b>\$5,667</b>	2024
<a href="#">Fairfax Adult Softball Inc</a>	VA	\$368,576	Board Member	\$4,050	<b>\$3,801</b>	2023
<a href="#">Durango Youth Soccer Association Inc</a>	CO	\$367,764	Executive Dir.	\$53,967	<b>\$48,858</b>	2024
<a href="#">Baltimore Urban Baseball Association Inc</a>	MD	\$364,367	President	\$137,381	<b>\$121,265</b>	2024
<a href="#">Arlington Girls Softball Association</a>	VA	\$362,515	Co-registrar/spirit Commissioner	\$10,000	<b>\$9,116</b>	2024
<a href="#">Lady Hustle Fastpitch</a>	CA	\$361,352	Ceo (Former Officer)	\$30,000	<b>\$25,181</b>	2023
<a href="#">Lincoln Dominators Baseball</a>	NE	\$355,599	President	\$13,000	<b>\$13,201</b>	2024
<a href="#">Usa Softball Of Texas</a>	TX	\$353,932	President	\$1,000	<b>\$944</b>	2024
<a href="#">Wellesley Youth Baseball &amp; Softball Inc</a>	MA	\$417,137	Director, League Admin	\$45,096	<b>\$38,261</b>	2024
<a href="#">North Carolina Baseball Academy Baseball Clubs Inc</a>	NC	\$352,936	Secretary	\$6,000	<b>\$5,853</b>	2024
<a href="#">Galaxy Of Stars Events</a>	VA	\$420,140	President	\$15,000	<b>\$14,078</b>	2023
<a href="#">Minnesota Asa</a>	MN	\$420,429	Commissioner	\$78,000	<b>\$72,768</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Northern Kentucky Baseball Association</a>	KY	\$421,374	Operations Manager	\$35,000	<b>\$35,503</b>	2024
<a href="#">Alexandria Youth Baseball</a>	MN	\$421,579	Board Member	\$10,325	<b>\$9,632</b>	2024
<a href="#">Hooks Baseball Nw</a>	WA	\$348,892	Executive Director	\$34,481	<b>\$30,007</b>	2023
<a href="#">Massachusetts Tier li Midget Development</a>	MA	\$348,761	President	\$61,518	<b>\$53,735</b>	2023
<a href="#">Sodervilleblaine Athletic Association</a>	MN	\$347,670	Member At Large	\$500	<b>\$466</b>	2024
<a href="#">Spirit Youth Sports Inc</a>	CA	\$342,505	Executive Director	\$109,401	<b>\$89,192</b>	2024
<a href="#">The Miracle League Of The Lehigh Valley</a>	PA	\$341,094	Executive Director	\$71,497	<b>\$69,306</b>	2023
<a href="#">Worcester County Crush Inc</a>	MA	\$339,181	Director	\$5,500	<b>\$4,666</b>	2024
<a href="#">Broken Arrow Boys Baseball Program</a>	OK	\$435,139	President	\$9,050	<b>\$9,409</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 71 organizations. Compensation range \$466–\$180,316; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$385,447); for reference, expenses \$396,802 and assets \$62,760.

**ROLE MATCH** Jack Simmons, reported title "*VICE PRESIDENT TREASURER*", 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** 4 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	4 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	4 <sup>th</sup>
Reportable pay only (column D), adjusted	7 <sup>th</sup>
All sources (D + E + F), adjusted	4 <sup>th</sup>

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 (Jack Simmons) 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 71 similarly situated organizations (Same NTEE sector (N63), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,500 is reasonable (approximately the 4<sup>th</sup> 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.