

# Police Athletic League Of Philadelphia

Executive Director / CEO

EIN 232535356  
 PA · NTEE B820  
 FY ending 2024-08-31  
 June 9, 2026

This analysis benchmarks the total compensation of **April Thomas-jones, Executive Director / CEO** (\$2,185) against **every comparable organization** that fit the selection criteria — **169** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 2<sup>nd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

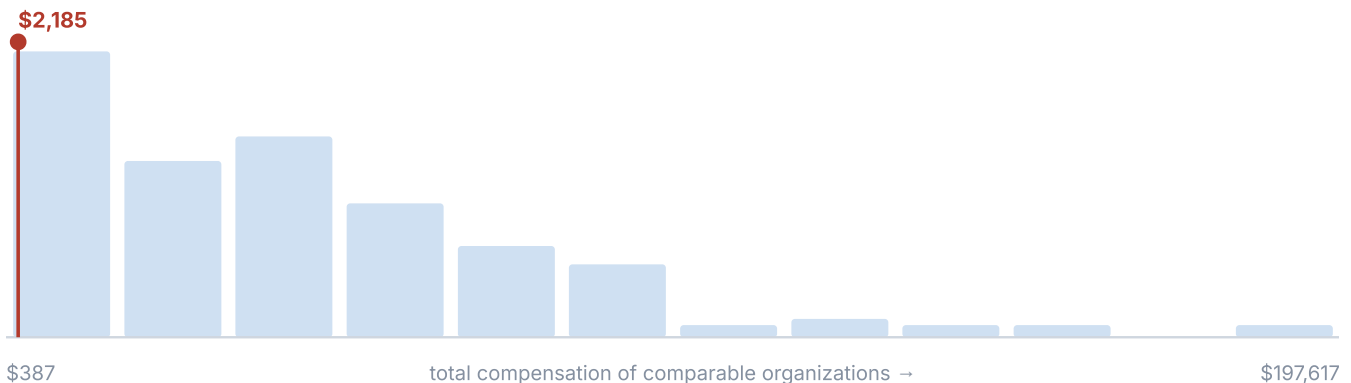
**Benchmarked executive:** April Thomas-jones — reported title "EXECUTIVE DIRECTOR thru 11/23", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B820).
BUDGET	Total revenue between \$127,089 and \$284,529 — 0.67x to 1.50x the subject's \$189,686 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

**169** organizations qualified on sector, size, and geography → **169** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,475	\$15,586	\$38,403	\$62,289	\$89,947	<b>\$2,185</b>
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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 PA 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="#">Advancing Students Forward</a>	CA	\$189,082	Executive Dir.	\$78,500	<b>\$67,973</b>	2024
<a href="#">Truckload Carriers Association</a>	VA	\$190,313	President	\$44,277	<b>\$42,870</b>	2024
<a href="#">Montana State Elks Association</a>	MT	\$190,394	Treasurer	\$2,000	<b>\$2,106</b>	2025
<a href="#">The Worth &amp; Dot Howard Foundation</a>	AZ	\$190,754	President	\$55,000	<b>\$54,609</b>	2023
<a href="#">Pratyush Sinha Foundation</a>	PA	\$192,024	Co-executive Director	\$24,418	<b>\$24,418</b>	2024
<a href="#">The Spaulding High School Scholarship Trust</a>	VT	\$187,214	Vice Chair	\$2,300	<b>\$2,321</b>	2024
<a href="#">Friends Of Monte Vista Choir</a>	CA	\$187,110	Fin'l Secretary	\$9,180	<b>\$7,949</b>	2024
<a href="#">Farther Foundation</a>	IL	\$187,088	President	\$7,500	<b>\$7,394</b>	2024
<a href="#">Loan Repayment Assistance Program Of</a>	MN	\$192,896	Executive Director	\$67,508	<b>\$68,866</b>	2023
<a href="#">Joey's Dream Builders</a>	TX	\$193,597	Executive Director	\$40,000	<b>\$40,123</b>	2024
<a href="#">Students Without Mothers Inc</a>	GA	\$194,123	Executive Dir.	\$66,600	<b>\$67,151</b>	2024
<a href="#">Union City Education Foundation Inc</a>	IN	\$185,146	President	\$12,200	<b>\$12,901</b>	2024
<a href="#">Ballet Yuma</a>	AZ	\$184,694	Company Manager	\$12,500	<b>\$12,055</b>	2024
<a href="#">Minnesota Grocers Education Foundation</a>	MN	\$184,300	President	\$22,480	<b>\$22,932</b>	2023
<a href="#">Baton Rouge Epicurean Society</a>	LA	\$184,278	Executive Dir.	\$45,247	<b>\$49,961</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Clifford H Ted Rees Jr Scholarship</a>	VA	\$184,100	Chief Operating Officer	\$38,351	<b>\$38,229</b>	2023
<a href="#">New South Foundation Inc</a>	GA	\$196,161	President	\$32,970	<b>\$33,243</b>	2024
<a href="#">Livingston Arts Council Inc</a>	MI	\$182,835	Vp Programmi	\$56,704	<b>\$60,424</b>	2023
<a href="#">Plumbers Local Union No 690</a>	PA	\$196,672	Co-chairman	\$151,390	<b>\$151,390</b>	2024
<a href="#">Carh Scholarship Fund</a>	VA	\$196,988	Secretary/ Executive Director	\$25,652	<b>\$24,837</b>	2024
<a href="#">Building Baja's Future</a>		\$181,985	Managing Director	\$48,000	<b>\$48,000</b>	2024
<a href="#">Arizona Food &amp; Drug Industry Founda</a>	AZ	\$197,743	President	\$11,716	<b>\$11,299</b>	2024
<a href="#">Maryland Association Of Certified Public</a>	MD	\$180,557	Ceo	\$24,437	<b>\$22,910</b>	2024
<a href="#">City Of Fairfax Band Association Inc</a>	VA	\$199,958	Managing Director	\$30,000	<b>\$28,298</b>	2025
<a href="#">Iald Education Trust Fund</a>	IL	\$179,146	Executive Director	\$12,729	<b>\$12,549</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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** 169 organizations. Compensation range \$387–\$197,617; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$189,686); for reference, expenses \$149,002 and assets \$2,248,798.

<b>ROLE MATCH</b>	April Thomas-jones, reported title <i>"EXECUTIVE DIRECTOR thru 11/23"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	54 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	6 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	2 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	3 <sup>rd</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	73 <sup>rd</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 (April Thomas-jones) 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 169 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,185 is reasonable (approximately the 2<sup>nd</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.