

# Broken Arrow Boys Baseball Program

Executive Director / CEO

EIN 237454264  
 OK · NTEE N63Z  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Travis Kelly, Executive Director / CEO** (\$9,050) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25<sup>th</sup>** percentile of comparable organizations within the typical range

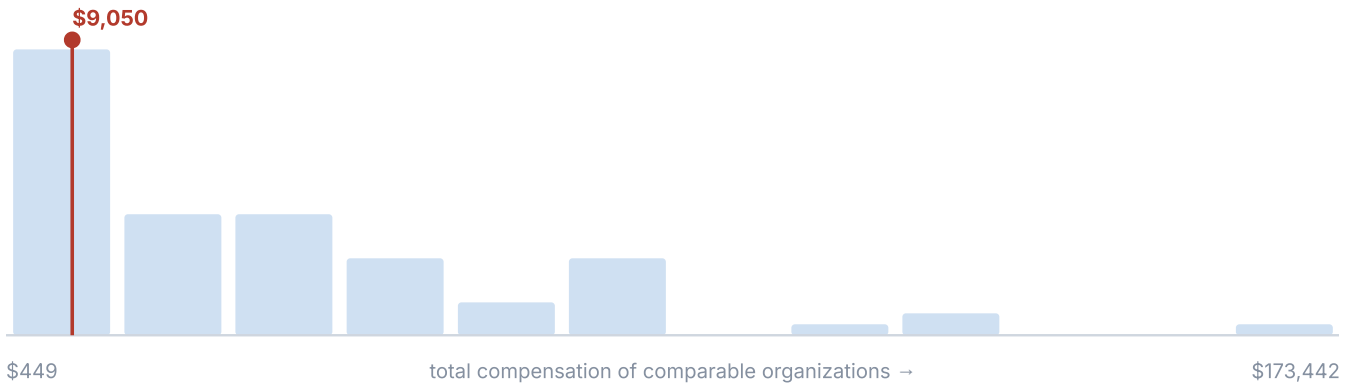
**Benchmarked executive:** Travis Kelly — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N63Z).
BUDGET	Total revenue between \$291,543 and \$652,708 — 0.67x to 1.50x the subject's \$435,139 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N63), nationwide + budget 0.67–1.5x revenue.

**69** organizations qualified on sector, size, and geography → **69** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,527	\$9,265	\$24,482	\$51,687	\$76,590	<b>\$9,050</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 OK 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="#">Conroe Area Youth Baseball Inc</a>	TX	\$435,205	Secretary	\$25,304	<b>\$22,987</b>	2024
<a href="#">Phipps Park Baseball Inc</a>	FL	\$447,463	President	\$87,000	<b>\$74,223</b>	2024
<a href="#">Alexandria Youth Baseball</a>	MN	\$421,579	Board Member	\$10,325	<b>\$9,265</b>	2024
<a href="#">Northern Kentucky Baseball Association</a>	KY	\$421,374	Operations Manager	\$35,000	<b>\$34,149</b>	2024
<a href="#">Minnesota Asa</a>	MN	\$420,429	Commissioner	\$78,000	<b>\$69,994</b>	2024
<a href="#">Galaxy Of Stars Events</a>	VA	\$420,140	President	\$15,000	<b>\$13,541</b>	2023
<a href="#">Wellesley Youth Baseball &amp; Softball Inc</a>	MA	\$417,137	Director, League Admin	\$45,096	<b>\$36,802</b>	2024
<a href="#">Rise 2 Greatness Foundation</a>	IA	\$453,340	President	\$120,000	<b>\$119,324</b>	2024
<a href="#">Danville Little League</a>	CA	\$465,002	Secretary	\$16,000	<b>\$12,547</b>	2024
<a href="#">Josh Gibson Foundation</a>	PA	\$467,905	Executive Di	\$42,000	<b>\$38,037</b>	2024
<a href="#">Scots Baseball Club</a>	TX	\$401,146	Treasurer	\$6,000	<b>\$5,451</b>	2024
<a href="#"> Fargo Metro Baseball Association</a>	ND	\$474,273	Vice President/gm	\$28,935	<b>\$29,689</b>	2023
<a href="#">El Paso Border Youth Athletic Assoc</a>	TX	\$477,320	Executive Director	\$58,462	<b>\$53,109</b>	2024
<a href="#">Positive Sports Training Inc</a>	IA	\$392,354	Chief Umpire	\$12,000	<b>\$11,932</b>	2024
<a href="#">Anchorage Bucs Baseball Club Inc</a>	AK	\$388,837	General Mana	\$86,724	<b>\$73,357</b>	2025
<a href="#">Alabama Baseball Coaches Association In</a>	AL	\$482,598	President	\$111,734	<b>\$106,798</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Suburban Girls Softball</a>	OH	\$385,447	Vice President Treasurer	\$1,500	<b>\$1,443</b>	2024
<a href="#">Burr Ridge Willowbrook Girls Softball</a>	IL	\$382,905	Director	\$10,008	<b>\$8,935</b>	2024
<a href="#">Miracle League Of Arizona</a>	AZ	\$490,888	Director	\$86,806	<b>\$75,816</b>	2024
<a href="#">Diamond Council Of Columbia Inc</a>	MO	\$376,782	Executive Director	\$62,304	<b>\$59,929</b>	2024
<a href="#">Bismarck Youth Baseball League</a>	ND	\$498,764	Executive Director	\$25,178	<b>\$25,093</b>	2024
<a href="#">Fairfax Adult Softball Inc</a>	VA	\$368,576	Board Member	\$4,050	<b>\$3,657</b>	2023
<a href="#">Little League Baseball Inc</a>	MO	\$501,804	Vice President	\$30,650	<b>\$29,481</b>	2024
<a href="#">Durango Youth Soccer Association Inc</a>	CO	\$367,764	Executive Dir.	\$53,967	<b>\$46,995</b>	2024
<a href="#">Baltimore Urban Baseball Association Inc</a>	MD	\$364,367	President	\$137,381	<b>\$116,642</b>	2024

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

## Sample, role match & sensitivity

PEER COUNT	69 organizations. Compensation range \$449–\$173,442; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$435,139); for reference, expenses \$440,661 and assets \$19,975.
ROLE MATCH	Travis Kelly, reported title " <i>PRESIDENT</i> ", 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** 3 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	25 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	20 <sup>th</sup>
Reportable pay only (column D), adjusted	28 <sup>th</sup>
All sources (D + E + F), adjusted	25 <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 (Travis Kelly) 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 69 similarly situated organizations (Same NTEE sector (N63), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,050 is reasonable (approximately the 25<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.