

Tampa Bay Aquatics Central Booster

Executive Director / CEO

EIN 261096087
 FL · NTEE N67
 FY ending 2025-08-31
 June 9, 2026

This analysis benchmarks the total compensation of **Jason Bowes, Executive Director / CEO** (\$84,328) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Jason Bowes — reported title “HEAD COAH/OFFICERS”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

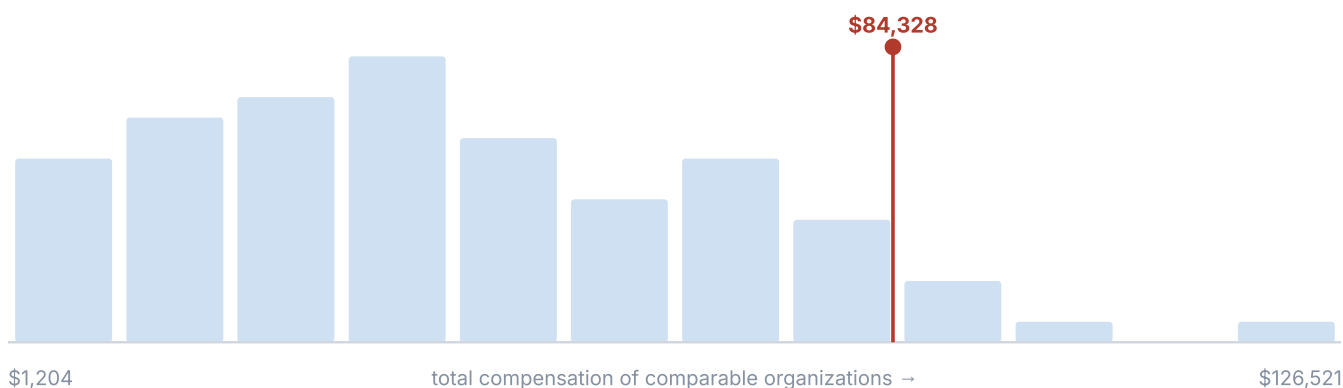
SECTOR Organizations sharing the subject's NTEE classification (N67).

BUDGET Total revenue between \$160,065 and \$358,354 — 0.67x to 1.50x the subject's \$238,903 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N67), nationwide + budget 0.67–1.5x revenue.

83 organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,600	\$23,722	\$40,342	\$63,318	\$76,573	\$84,328
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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 FL 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
Great Lakes Tritons Inc	MI	\$239,102	Key Employee	\$62,655	\$72,749	2023
One With The Water	AR	\$240,158	Executive Director	\$37,919	\$46,571	2024
Chicago Training Center	IL	\$236,029	Executive Director	\$70,000	\$75,194	2024
Mbu Water Polo Foundation	CA	\$235,745	Executive Di	\$34,541	\$33,552	2023
Rocky Mt Rapids Swim Team	CO	\$235,174	Head Coach	\$40,000	\$41,908	2024
Swimtulsa Inc	OK	\$242,901	Executive Dir.	\$60,000	\$72,190	2024
Imperial Water Polo Club	CA	\$243,306	Secretary	\$41,165	\$38,839	2024
Mid-hudson Aquatics Inc	NY	\$234,361	President	\$28,500	\$28,139	2024
Trident Swim Foundation Inc	NY	\$243,608	Vice President	\$40,000	\$39,494	2024
Rowing Club Of The Woodlands Inc	TX	\$233,348	Head Coach - Independent Contractor But Key To The Operations Of The Organization	\$29,000	\$31,696	2024
Richfield Swim Club	MN	\$232,064	Head Coach	\$65,289	\$68,673	2025
Abilities At Windjammer Inc	FL	\$231,446	President/ceo	\$38,173	\$40,340	2023
Williston Sea Lions Inc	ND	\$248,940	Secretary	\$9,646	\$11,908	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Thresher Aquatics Inc	FL	\$227,827	President	\$24,000	\$26,402	2022
St Helena Swim Club	CA	\$249,998	Director	\$18,360	\$16,876	2025
Friends Of Concord Crew	NH	\$225,007	Director	\$28,900	\$28,406	2025
Southside Water Polo Club	TX	\$224,949	Vice President	\$26,382	\$28,835	2024
Urbansurf4kids	CA	\$223,933	Executive Director	\$87,262	\$82,332	2024
Central Jersey Aquatic Club Inc	NJ	\$222,728	Treasurer	\$19,702	\$19,220	2024
Us Swimming-missouri Valley	KS	\$222,473	Executive Director	\$64,900	\$76,610	2024
Santa Barbara Premier Water Polo	CA	\$255,890	Director	\$13,000	\$12,266	2024
Atomic City Aquatic Club	TN	\$221,438	Executive Directorcoach	\$45,009	\$51,694	2024
Surfers For Autism li Inc	FL	\$219,343	Officer-president	\$25,000	\$26,419	2023
Sodus Bay Junior Sailing Association Inc	NY	\$259,650	Director - Administration	\$24,050	\$23,745	2024
Sea Scope Incorporated	IN	\$217,748	Ceo	\$29,264	\$34,716	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL cost of living and 2025 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 FL 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	83 organizations. Compensation range \$1,204–\$126,521; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$238,903); for reference, expenses \$259,135 and assets \$75,354.
ROLE MATCH	Jason Bowes, reported title "HEAD COAH/OFFICERS", 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	1 peer 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	94 th
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	93 rd

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 (Jason Bowes) 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 83 similarly situated organizations (Same NTEE sector (N67), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$84,328 is reasonable (approximately the 94th 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.