

# Tonto Recreation Alliance Inc

Executive Director / CEO

EIN 264342310

AZ · NTEE M40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Richard Smith, Executive Director / CEO** (\$40,468) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36<sup>th</sup>** percentile of comparable organizations within the typical range

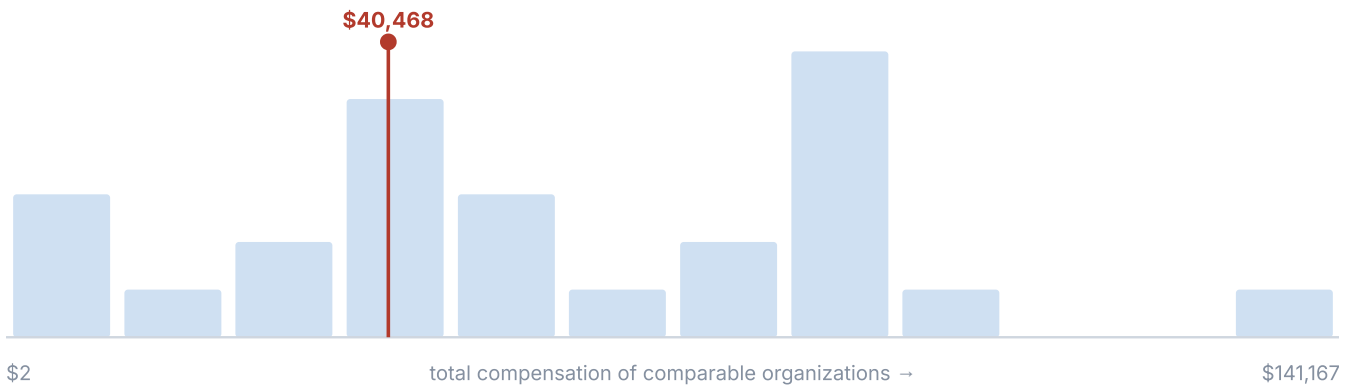
**Benchmarked executive:** Richard Smith — reported title “PRESIDENT EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

|           |   |
|-----------|---|
| SECTOR    | Organizations sharing the subject's NTEE classification (M40).  |
| BUDGET    | Total revenue between \$165,014 and \$369,436 — 0.67x to 1.50x the subject's \$246,291 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (M40), nationwide + budget 0.67–1.5x revenue.  |

**25** organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

## Distribution of comparable compensation



|         |          |          |          |          |          |
|---------|----------|----------|----------|----------|----------|
| \$9,925 | \$36,630 | \$53,436 | \$83,602 | \$87,820 | \$40,468 |
|---------|----------|----------|----------|----------|----------|



## ■ 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 AZ 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="#">Arizona Motorcycle Safety And Awareness Foundation</a>            | AZ    | \$249,733 | Executive Director  | \$43,000        | <b>\$44,270</b>  | 2023 |
| <a href="#">Volunteer Firemans Association Of Cambria County And Vicinity</a> | PA    | \$241,676 | President           | \$150           | <b>\$160</b>     | 2023 |
| <a href="#">Sass Go</a>   | SC    | \$251,510 | President           | \$79,897        | <b>\$86,669</b>  | 2024 |
| <a href="#">The West Central Montana Avalanche</a>                            | MT    | \$253,739 | Executive Dir.      | \$71,680        | <b>\$82,715</b>  | 2023 |
| <a href="#">Community Alliance For Teen Safety</a>                            | NH    | \$256,591 | Executive Director  | \$38,152        | <b>\$36,630</b>  | 2024 |
| <a href="#">Metropolitan Safety Council Of</a>                                | LA    | \$222,087 | President, Director | \$33,963        | <b>\$38,886</b>  | 2024 |
| <a href="#">Greenville Area Parkinsons Society</a>                            | SC    | \$271,642 | Executive Director  | \$81,000        | <b>\$87,866</b>  | 2024 |
| <a href="#">National Committee On Uniform Traffic Control Devices</a>         | AZ    | \$218,831 | Executive Secretary | \$87,750        | <b>\$87,750</b>  | 2024 |
| <a href="#">Waterfront Education</a>  | CA    | \$275,021 | President           | \$13,513        | <b>\$13,004</b>  | 2022 |
| <a href="#">Kauai Sailing Association</a>                                     | HI    | \$214,355 | Treasurer           | \$40,275        | <b>\$38,601</b>  | 2023 |
| <a href="#">Chautauqua Children's Safety</a>                                  | NY    | \$211,744 | Executive Di        | \$81,073        | <b>\$76,175</b>  | 2024 |
| <a href="#">Bike Walk Macon Inc</a>   | GA    | \$203,275 | Ececutive Di        | \$54,600        | <b>\$57,084</b>  | 2024 |
| <a href="#">Project Childsafe Inc</a>   | CT    | \$196,137 | Assistant Secretary | \$106,126       | <b>\$100,798</b> | 2025 |
| <a href="#">Bikemore Inc</a>  | MD    | \$300,750 | Executive Director  | \$86,000        | <b>\$83,602</b>  | 2024 |
| <a href="#">The 247 Movement</a>  | TN    | \$189,904 | Executive Di        | \$46,335        | <b>\$50,643</b>  | 2024 |

| ORGANIZATION   | STATE | REVENUE   | MATCHED TITLE        | COMP (REPORTED) | COMP (ADJUSTED)  | FY   |
|--|-------|-----------|----------------------|-----------------|------------------|------|
| <a href="#">National Safety Council Ohio Chapter</a>     | OH    | \$188,834 | Executive Director   | \$56,160        | <b>\$60,255</b>  | 2025 |
| <a href="#">Veteran Sailing Inc</a>                      | FL    | \$183,464 | Secretary            | \$2             | <b>\$2</b>       | 2024 |
| <a href="#">Educators School Safety Network</a>          | OH    | \$176,215 | Director Of Programs | \$39,758        | <b>\$43,786</b>  | 2024 |
| <a href="#">Wyoming-montana Safety Council</a>           | WY    | \$318,143 | Executive Director   | \$78,074        | <b>\$84,690</b>  | 2025 |
| <a href="#">Bikehouston Inc</a>                          | TX    | \$173,613 | Executive Director   | \$135,721       | <b>\$141,167</b> | 2024 |
| <a href="#">Revved Up Kids Inc</a>                       | GA    | \$168,897 | Executive Di         | \$29,608        | <b>\$30,955</b>  | 2024 |
| <a href="#">National Center For Urban Operations Inc</a> | NY    | \$330,379 | Director             | \$55,240        | <b>\$53,436</b>  | 2023 |
| <a href="#">Los Gatos Monte Sereno Safe Routes</a>       | CA    | \$333,345 | Executive Dir.       | \$9,000         | <b>\$7,873</b>   | 2025 |
| <a href="#">Safe 2 School</a>                            | CA    | \$344,963 | Executive Dir.       | \$86,771        | <b>\$77,909</b>  | 2024 |
| <a href="#">Tree Care Industry</a>                       | NH    | \$356,090 | Past Cfo             | \$29,536        | <b>\$28,358</b>  | 2024 |

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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    **25** organizations. Compensation range \$2–\$141,167; filing years 2022–2025.

SIZE BASIS     Matched on total revenue (\$246,291); for reference, expenses \$293,670 and assets \$41,044.

**ROLE MATCH** Richard Smith, reported title "*PRESIDENT EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

| BASIS   | SUBJECT PERCENTILE |
|---|--------------------|
| Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default | 36 <sup>th</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 40 <sup>th</sup>   |
| Reportable pay only (column D), adjusted  | 40 <sup>th</sup>   |
| All sources (D + E + F), adjusted   | 32 <sup>nd</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 (Richard Smith) 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 25 similarly situated organizations (Same NTEE sector (M40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,468 is reasonable (approximately the 36<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.