

Southern Youth Sports Associat

Executive Director / CEO

EIN 270116180

FL · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tammie May, Executive Director / CEO** (\$3,560) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Tammie May — reported title “KEY EMPLOYEE”, 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 (O50).

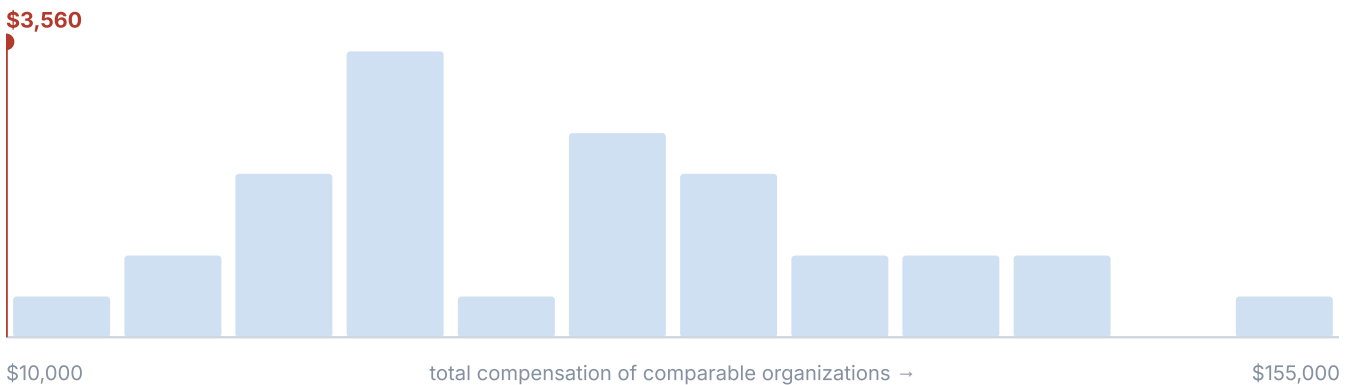
BUDGET Total revenue between \$255,931 and \$572,982 — 0.67x to 1.50x the subject's \$381,988 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O50) + FL + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography

→ **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$34,479

\$49,500

\$74,127

\$91,026

\$113,478

\$3,560



● 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
Healthy Teens Inc	FL	\$384,580	Former Treasurer	\$35,000	\$35,000	2024
Ryan Nece Foundation Inc	FL	\$375,988	Ceo	\$93,562	\$93,562	2024
U-turns Inc	FL	\$393,121	Executive Director	\$74,150	\$79,470	2022
James B Washington Sports & Education Inc	FL	\$401,478	Executive Director	\$33,490	\$34,479	2023
Youth Speak Out International Inc	FL	\$360,637	Executive Director	\$100,547	\$103,517	2023
Athletic Club Miami Inc	FL	\$349,620	President	\$124,267	\$127,938	2023
Vision Ministries Outreach Inc	FL	\$347,410	Director	\$67,308	\$67,308	2024
Liberty Lodge Inc	FL	\$346,422	Director	\$37,208	\$37,208	2024
Gentlemens Quest Of Tampa Inc	FL	\$336,307	Executive Director	\$40,608	\$41,807	2023
Kim's Open Door Inc	FL	\$330,616	President	\$93,500	\$96,262	2023
Sozo Missions Inc	FL	\$317,173	Vice President	\$54,423	\$54,423	2024
Lakeland Aero Club Inc	FL	\$312,837	President	\$49,500	\$49,500	2024
End It Corporation	FL	\$310,168	Executive Director	\$49,500	\$49,500	2024
Pinellas County Hunter Associationinc	FL	\$309,553	Show Secretary	\$10,000	\$10,000	2024
Propelling Into Triumph Inc	FL	\$309,296	President	\$74,231	\$74,231	2024
Club Esteem Inc	FL	\$463,856	Executive Director	\$88,490	\$88,490	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Posability Inc	FL	\$300,091	President	\$27,575	\$28,389	2023
First Priority Of Tampa Bay Inc	FL	\$469,071	President	\$86,250	\$86,250	2024
Faith Youth Services Inc	FL	\$292,943	Executive Director (Ceo)	\$77,000	\$77,000	2024
Happystars Youth Program Inc	FL	\$287,279	President	\$50,385	\$50,385	2024
Truly Valued Inc	FL	\$280,899	Ceo	\$75,000	\$75,000	2024
Youth Village Inc	FL	\$485,023	Executive Director	\$56,833	\$56,833	2024
Under The Lights Flag Football Foundation Inc	FL	\$267,380	President	\$24,320	\$25,038	2023
Pathway 2 Success Inc	FL	\$261,629	President	\$110,222	\$113,478	2023
Children Having Opportunities	FL	\$508,543	Exec Director / Ceo	\$56,582	\$58,253	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 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 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 31 organizations. Compensation range \$10,000–\$155,000; filing years 2022–2024.

SIZE BASIS Matched on total revenue (\$381,988); for reference, expenses \$232,294 and assets \$2,253,484.

ROLE MATCH Tammie May, reported title "*KEY EMPLOYEE*", 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.**

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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	0 th

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 (Tammie May) 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 31 similarly situated organizations (Same NTEE sector (O50) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,560 is reasonable (approximately the 0th 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.