

# Huns Rfc

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Austin Willis, Executive Director / CEO** (\$4,000) against **every comparable organization** that fit the selection criteria — **119** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Austin Willis — reported title “DIRECTOR OR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

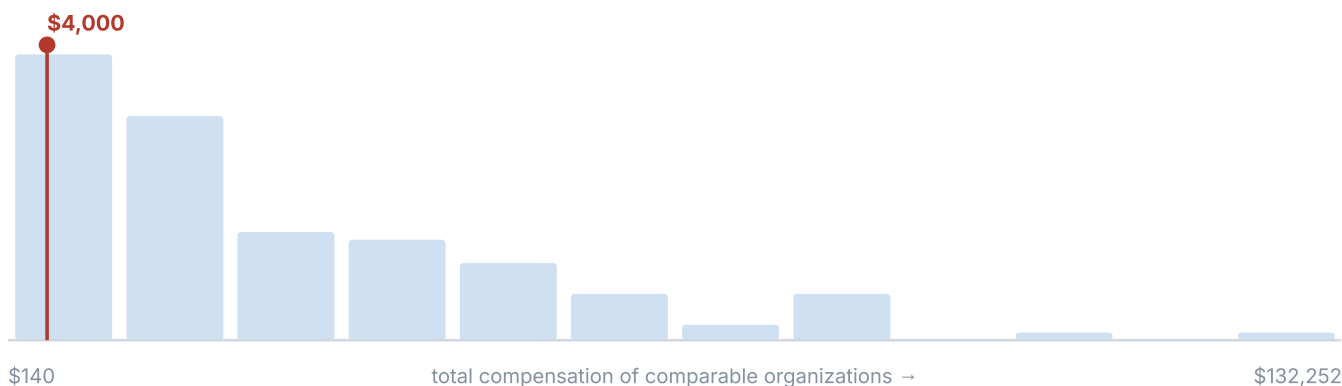
**SECTOR** Organizations sharing the subject's NTEE classification (N60).

**BUDGET** Total revenue between \$130,523 and \$292,216 — 0.67x to 1.50x the subject's \$194,811 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

**119** organizations qualified on sector, size, and geography → **119** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,647	\$8,774	\$18,277	\$42,277	\$61,900	\$4,000
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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 TX 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="#">Southside Swarm Volleyball Club Inc</a>	MO	\$196,383	Director	\$49,500	<b>\$52,412</b>	2024
<a href="#">Edina Lacrosse Association</a>	MN	\$196,464	Director Of Girls Coach &	\$4,240	<b>\$4,188</b>	2024
<a href="#">Allegro Dancers Inc</a>	CA	\$196,849	Assistant Treasurer	\$3,017	<b>\$2,681</b>	2023
<a href="#">Youth Life Skills Fore Greater El Paso</a>	TX	\$197,990	Executive Director	\$42,319	<b>\$43,569</b>	2023
<a href="#">Glenwood Springs Youth</a>	CO	\$191,450	Director	\$29,307	<b>\$28,093</b>	2024
<a href="#">Encinitas Mustang Lacrosse Inc</a>	CA	\$191,412	Director, President	\$5,000	<b>\$4,205</b>	2025
<a href="#">West Berkeley Foundation For Community</a>	CA	\$198,352	Executive Director	\$26,747	<b>\$23,089</b>	2024
<a href="#">Pro Vision Foundation</a>	WA	\$191,046	Executive Di	\$46,250	<b>\$41,395</b>	2024
<a href="#">Us Backgammon Association Inc</a>	MN	\$187,908	Member Services	\$13,350	<b>\$13,187</b>	2024
<a href="#">Asheville-biltmore Volleyball Academy And Youth Athletic Associa</a>	NC	\$202,788	President/exec Dir	\$26,069	<b>\$26,928</b>	2024
<a href="#">Cape Cod Challenger Club Inc</a>	MA	\$185,820	Director	\$52,000	<b>\$48,093</b>	2023
<a href="#">Raise The Bar Initiative</a>	IA	\$204,240	President	\$17,800	<b>\$18,981</b>	2025
<a href="#">College Park Tumbleweeds Gymnastics Inc</a>	GA	\$204,336	President & Ceo	\$5,000	<b>\$5,026</b>	2024
<a href="#">Sport Disciple</a>	MD	\$204,529	Director/president	\$43,000	<b>\$40,188</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Club South Volleyball</a>	WA	\$205,237	Director	\$16,216	<b>\$14,514</b>	2024
<a href="#">Ballard Football Club Foundation</a>	WA	\$206,398	Director	\$13,628	<b>\$12,197</b>	2024
<a href="#">Girls On The Run Of Eastern Iowa</a>	IA	\$207,166	Executive Dir.	\$54,282	<b>\$57,885</b>	2025
<a href="#">South Bend Cubs Foundation Inc</a>	IN	\$207,459	Exec Director	\$5,500	<b>\$5,969</b>	2023
<a href="#">Ohio Association Of Track</a>	OH	\$207,802	President	\$500	<b>\$529</b>	2024
<a href="#">Mountain Monsters Volleyball Club</a>	WV	\$208,074	Co-director	\$18,050	<b>\$19,537</b>	2024
<a href="#">Leech Lake Area Amateur Hockey</a>	MN	\$208,816	Board Membergambling Manager	\$21,087	<b>\$20,830</b>	2024
<a href="#">New Jersey Soccer Association</a>	NJ	\$179,663	Executive Director	\$49,107	<b>\$42,701</b>	2025
<a href="#">Ivy League Youth Sports Academy</a>	NE	\$210,787	Ceo	\$123,000	<b>\$132,252</b>	2024
<a href="#">Spiketown Inc</a>	OH	\$211,284	President	\$7,926	<b>\$8,392</b>	2024
<a href="#">Acceleration Volleyball</a>	MN	\$211,763	President	\$8,078	<b>\$8,216</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 119 organizations. Compensation range \$140–\$132,252; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$194,811); for reference, expenses \$187,988 and assets \$688,492.

**ROLE MATCH** Austin Willis, reported title "*DIRECTOR OR*", 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** 2 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	13 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	12 <sup>th</sup>
Reportable pay only (column D), adjusted	14 <sup>th</sup>
All sources (D + E + F), adjusted	13 <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 (Austin Willis) 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 10, 2026, comparing compensation against 119 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,000 is reasonable (approximately the 13<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 10, 2026.