

# Squibnocket Bass And Surf Club Ltd

Executive Director / CEO

EIN 320448958

MA · NTEE N50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Emily B Bramhall, Executive Director / CEO** (\$10,000) against **every comparable organization** that fit the selection criteria — **98** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Emily B Bramhall — reported title “President & Treasurer”, 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 (N50).

**BUDGET** Total revenue between \$44,722 and \$100,125 — 0.67x to 1.50x the subject's \$66,750 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

**98** organizations qualified on sector, size, and geography → **98** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$1,039

\$3,407

\$12,254

\$28,421

\$43,088

\$10,000



## ● 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 MA 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="#">Central Iowa Figure Skating Club Inc</a>	IA	\$65,921	Director	\$1,320	<b>\$1,562</b>	2024
<a href="#">Alleghany Highlands Trails Alliance</a>	VA	\$67,917	Director Of Operations	\$57,500	<b>\$60,010</b>	2024
<a href="#">Mora Traveling Baseball Association</a>	MN	\$67,934	President	\$1,974	<b>\$2,108</b>	2024
<a href="#">Greater Renton-tukwila Youth Soccer Association</a>	WA	\$68,590	Registrar	\$7,500	<b>\$7,258</b>	2024
<a href="#">Marco Island Community Parks</a>	FL	\$64,679	Chair	\$720	<b>\$731</b>	2024
<a href="#">Future Leaders Basketball Training</a>	TX	\$64,616	President	\$36,350	<b>\$40,464</b>	2023
<a href="#">Aspen Winter Sports Foundation Inc</a>	CO	\$69,958	Former Executive Director	\$41,771	<b>\$43,294</b>	2024
<a href="#">Huntingburg Teenage Canteen Inc</a>	IN	\$63,368	Youth Director	\$10,920	<b>\$12,448</b>	2024
<a href="#">Team Redlands</a>	CA	\$70,200	Ceo	\$29,500	<b>\$28,347</b>	2023
<a href="#">Youth Athletic Sports Foundation</a>	CA	\$63,049	Director	\$11,400	<b>\$10,640</b>	2024
<a href="#">Weston Field Hockey Club Inc</a>	TX	\$70,453	President	\$6,950	<b>\$7,737</b>	2023
<a href="#">Dickson County Fair Association</a>	TN	\$70,573	Secretary	\$9,600	<b>\$11,229</b>	2023
<a href="#">Cascade Locks Park Association</a>	OH	\$62,341	Executive Di	\$26,931	<b>\$30,831</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Meadowbrook Woods Swim Team</a>	VA	\$62,041	Head Coach	\$15,260	<b>\$15,926</b>	2024
<a href="#">Montgomery County Tennis &amp; Education Foundation</a>	MD	\$71,557	Executive Director	\$11,309	<b>\$11,429</b>	2024
<a href="#">Dunn County Fish &amp; Game Association</a>	WI	\$71,734	Treasurer	\$2,528	<b>\$2,853</b>	2024
<a href="#">Parker County Miracle League</a>	TX	\$71,768	Executive Direc	\$35,000	<b>\$36,868</b>	2025
<a href="#">Haese Academy Incorporated</a>	FL	\$61,288	President And Ceo	\$11,700	<b>\$12,231</b>	2023
<a href="#">Archers Usa Foundation</a>	AR	\$60,654	Bm/secretary	\$20,004	<b>\$24,304</b>	2024
<a href="#">Fc Elite Ltd</a>	WI	\$60,460	Co-director	\$20,004	<b>\$22,581</b>	2024
<a href="#">Rocky Mountain Wrestling</a>	UT	\$73,112	President	\$410	<b>\$453</b>	2024
<a href="#">Duluth Heritage Sports Center</a>	MN	\$73,881	Trustee/gene	\$1,465	<b>\$1,611</b>	2023
<a href="#">Amigos Y Amigas</a>	NM	\$59,365	Executive Di	\$9,384	<b>\$11,693</b>	2022
<a href="#">United States Bowling Congress</a>	NJ	\$59,199	Association Manager/director	\$20,800	<b>\$20,073</b>	2024
<a href="#">Lido Sports School Inc</a>	NY	\$74,793	President	\$6,000	<b>\$5,860</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2023 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 MA 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	98 organizations. Compensation range \$57–\$204,322; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$66,750); for reference, expenses \$71,726 and assets \$474,500.
ROLE MATCH	Emily B Bramhall, reported title " <i>President &amp; Treasurer</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	42 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	44 <sup>th</sup>
Reportable pay only (column D), adjusted	49 <sup>th</sup>
All sources (D + E + F), adjusted	40 <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 (Emily B Bramhall) 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 98 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,000 is reasonable (approximately the 42<sup>nd</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 9, 2026.