

# Alabama Baseball Coaches Association In

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Barry Dean, Executive Director / CEO** (\$111,734) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Barry Dean — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (N63).

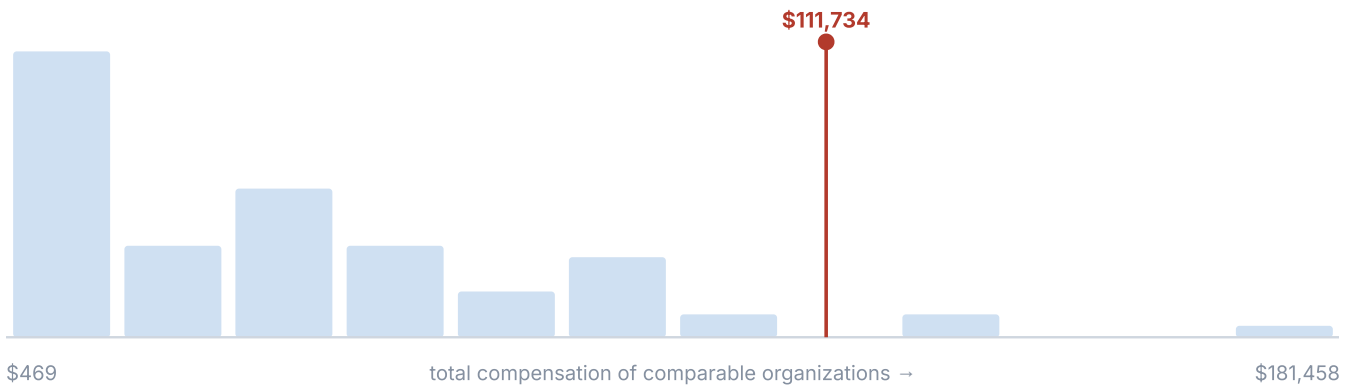
**BUDGET** Total revenue between \$323,340 and \$723,897 — 0.67x to 1.50x the subject's \$482,598 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (N63), nationwide + budget 0.67–1.5x revenue.

**70** organizations qualified on sector, size, and geography

→ **70** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,483	\$9,831	\$31,476	\$56,531	\$83,880	<b>\$111,734</b>
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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 AL 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="#">El Paso Border Youth Athletic Assoc</a>	TX	\$477,320	Executive Director	\$58,462	<b>\$55,564</b>	2024
<a href="#">Miracle League Of Arizona</a>	AZ	\$490,888	Director	\$86,806	<b>\$79,320</b>	2024
<a href="#">Fargo Metro Baseball Association</a>	ND	\$474,273	Vice President/gm	\$28,935	<b>\$31,061</b>	2023
<a href="#">Josh Gibson Foundation</a>	PA	\$467,905	Executive Di	\$42,000	<b>\$39,795</b>	2024
<a href="#">Bismarck Youth Baseball League</a>	ND	\$498,764	Executive Director	\$25,178	<b>\$26,252</b>	2024
<a href="#">Danville Little League</a>	CA	\$465,002	Secretary	\$16,000	<b>\$13,127</b>	2024
<a href="#">Little League Baseball Inc</a>	MO	\$501,804	Vice President	\$30,650	<b>\$30,844</b>	2024
<a href="#">Rise 2 Greatness Foundation</a>	IA	\$453,340	President	\$120,000	<b>\$124,840</b>	2024
<a href="#">Phipps Park Baseball Inc</a>	FL	\$447,463	President	\$87,000	<b>\$77,654</b>	2024
<a href="#">Arizona Baseball Club</a>	AZ	\$522,829	Director	\$39,800	<b>\$37,442</b>	2023
<a href="#">Conroe Area Youth Baseball Inc</a>	TX	\$435,205	Secretary	\$25,304	<b>\$24,050</b>	2024
<a href="#">Broken Arrow Boys Baseball Program</a>	OK	\$435,139	President	\$9,050	<b>\$9,468</b>	2024
<a href="#">Watson Softball</a>	CA	\$531,642	Head Coach	\$60,967	<b>\$50,020</b>	2024
<a href="#">Billings Softball Association</a>	MT	\$532,672	President	\$32,213	<b>\$32,992</b>	2024
<a href="#">Swarm Baseball Foundation</a>	AZ	\$538,437	Director	\$34,900	<b>\$31,890</b>	2024
<a href="#">Dayton Classics Baseball Club Inc</a>	OH	\$542,869	Employee	\$36,000	<b>\$37,298</b>	2023
<a href="#">Alexandria Youth Baseball</a>	MN	\$421,579	Board Member	\$10,325	<b>\$9,693</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Northern Kentucky Baseball Association</a>	KY	\$421,374	Operations Manager	\$35,000	<b>\$35,728</b>	2024
<a href="#">The Amateur Softball Association Of Pennsylvania Inc</a>	PA	\$544,597	Executive Director	\$45,722	<b>\$44,601</b>	2023
<a href="#">Minnesota Asa</a>	MN	\$420,429	Commissioner	\$78,000	<b>\$73,229</b>	2024
<a href="#">Galaxy Of Stars Events</a>	VA	\$420,140	President	\$15,000	<b>\$14,168</b>	2023
<a href="#">Wellesley Youth Baseball &amp; Softball Inc</a>	MA	\$417,137	Director, League Admin	\$45,096	<b>\$38,503</b>	2024
<a href="#">Naturals Baseball And Softball Academy</a>	LA	\$548,151	Executive Dir.	\$74,920	<b>\$78,383</b>	2024
<a href="#">New England Collegiate Baseball League Inc</a>	MA	\$553,071	President	\$15,000	<b>\$13,186</b>	2023
<a href="#">Quogue Sports Institute Inc</a>	FL	\$555,172	Director Of Operations	\$203,298	<b>\$181,458</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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** 70 organizations. Compensation range \$469–\$181,458; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$482,598); for reference, expenses \$530,145 and assets \$141,782.

**ROLE MATCH** Barry Dean, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers 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	96 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	96 <sup>th</sup>
Reportable pay only (column D), adjusted	96 <sup>th</sup>
All sources (D + E + F), adjusted	96 <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 (Barry Dean) 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 70 similarly situated organizations (Same NTEE sector (N63), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$111,734 is reasonable (approximately the 96<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.