

Lakes Region Tennis Association

Executive Director / CEO

EIN 462774258
 NH · NTEE N60
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Dawn Dragon, Executive Director / CEO** (\$48,807) against **every comparable organization** that fit the selection criteria — **173** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

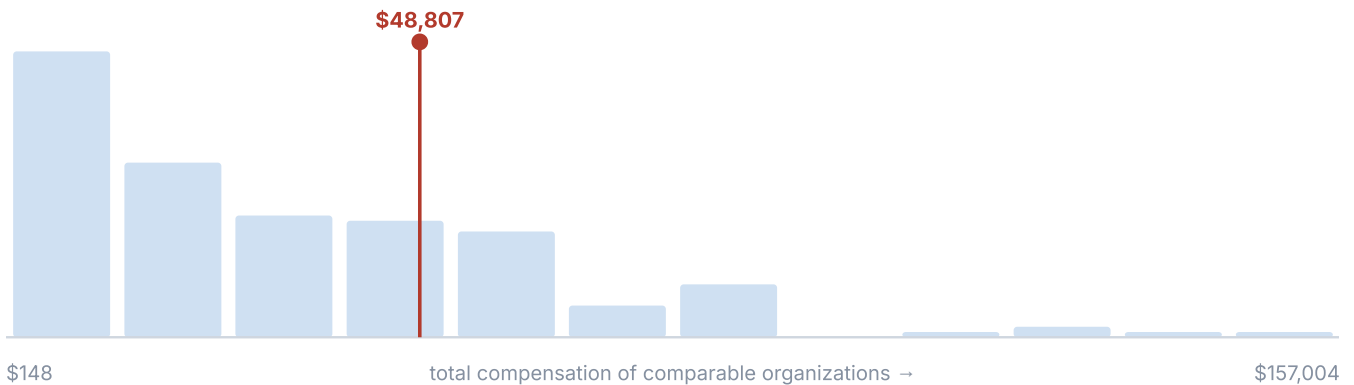
Benchmarked executive: Dawn Dragon — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between \$164,719 and \$368,775 — 0.67x to 1.50x the subject's \$245,850 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

173 organizations qualified on sector, size, and geography → **173** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$3,391	\$9,669	\$25,318	\$51,064	\$71,746	\$48,807
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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 NH 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
Pittsford Community Lacrosse Inc	NY	\$245,725	Board Member	\$6,500	\$6,020	2025
Turlock Crush Volleyball Club	CA	\$245,417	President	\$10,303	\$9,635	2023
Charleston Moves	SC	\$246,828	Executive Di	\$95,841	\$108,284	2023
Santa Fe Storm Volleyball Club	NM	\$248,271	Director	\$16,168	\$18,833	2023
Alexandria Titans Volleyball Club	VA	\$242,999	Manager	\$21,500	\$21,837	2024
Rockford Bmx Club Inc	IL	\$242,730	Secretary	\$11,581	\$11,977	2024
Nevada Golden Spikes Baseball	NV	\$249,176	President	\$1,500	\$1,582	2024
Liberty Elite Volleyball Club	MD	\$249,299	President	\$10,000	\$9,834	2024
College Grove Recreation Association Db College Grove Athletics	TN	\$242,059	Director	\$1,250	\$1,423	2023
Maine Ultimate Inc	ME	\$241,811	Director	\$20,000	\$21,067	2024
Maywood Youth Athletic Association Inc	NJ	\$240,944	Advisor	\$250	\$229	2025
Northern Nevada Aquatics Corp	NV	\$240,599	Director / Head Coach	\$42,000	\$44,286	2024
The Alexandria Volleyball Club	MN	\$240,315	Director	\$750	\$760	2025
Indiana Youth Rugby Foundation Inc	IN	\$239,619	Executive Dir.	\$56,587	\$64,627	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
U S A Stars	PA	\$252,181	Secretary/tumbling Director	\$4,020	\$4,217	2024
High Desert Devo Inc	CO	\$253,184	Executive Director	\$29,456	\$29,711	2024
Capital Ice Volleyball Club	WA	\$253,501	President	\$4,500	\$4,238	2024
Johnston Volleyball Club Inc	IA	\$238,107	Director	\$13,160	\$14,767	2025
Tualatin Hills Water Polo Club Inc	OR	\$253,791	President	\$36,000	\$36,206	2023
Northeast United Soccer Club	MN	\$237,766	Executive Director	\$1,000	\$1,039	2024
Dive Lab	CA	\$237,642	Director And Cfo	\$5,775	\$5,245	2024
Arrows Athletics Inc	FL	\$237,150	President	\$19,462	\$19,233	2024
Littleton Youth Sports	CO	\$235,485	President	\$28,008	\$28,250	2024
Lone Star Collegiate Lacrosse Alliance	TX	\$257,153	Commissioner	\$6,000	\$6,314	2024
Race Cats	UT	\$258,074	President	\$44,600	\$48,017	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH 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 NH 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 173 organizations. Compensation range \$148–\$157,004; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$245,850); for reference, expenses \$213,640 and assets \$181,982.

ROLE MATCH	Dawn Dragon, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	73 rd
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	73 rd

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 (Dawn Dragon) 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 173 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,807 is reasonable (approximately the 73rd 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.