

# Suenos Basketball

Executive Director / CEO

EIN 474540840

MA · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Arlene Suriel, Executive Director / CEO** (\$21,600) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 6<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Arlene Suriel — reported title "MENTOR", 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).

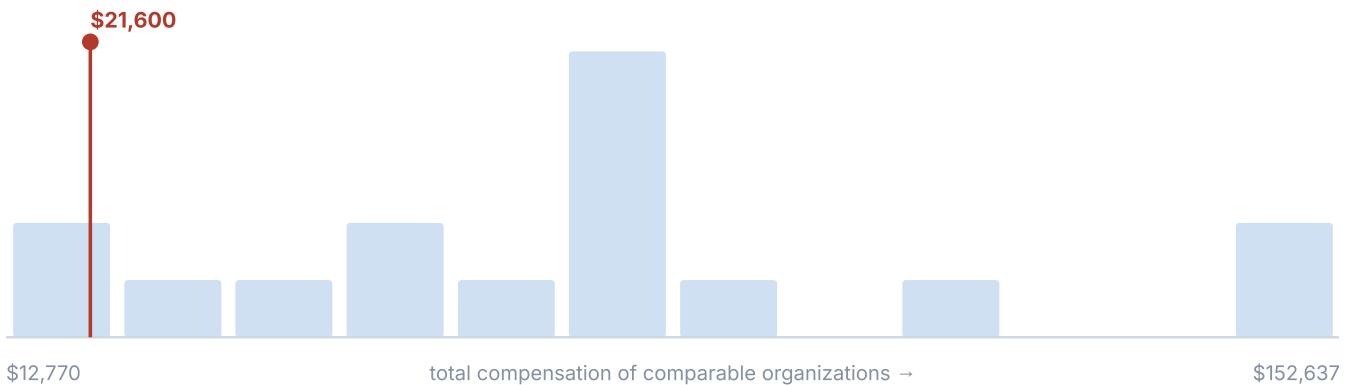
**BUDGET** Total revenue between \$325,914 and \$729,658 — 0.67x to 1.50x the subject's \$486,439 (the band tightens as size grows).

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

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

→ **16** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$28,739

\$49,288

\$73,628

\$78,990

\$133,649

**\$21,600**



## ■ 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="#">Ivy Child International</a>	MA	\$498,296	Director	\$75,000	<b>\$77,215</b>	2023
<a href="#">Girls On The Run - Western Ma Council</a>	MA	\$515,166	Executive Director	\$44,979	<b>\$44,979</b>	2024
<a href="#">Girls On The Run Worcester County Inc</a>	MA	\$448,248	Executive Director	\$49,269	<b>\$50,724</b>	2023
<a href="#">Building Audacity</a>	MA	\$526,467	Founder	\$115,000	<b>\$115,000</b>	2024
<a href="#">Culture Reframed Inc</a>	MA	\$526,967	Executive Director	\$148,258	<b>\$152,637</b>	2023
<a href="#">Camp Anderson Foundation Inc</a>	MA	\$438,845	Executive Director	\$73,064	<b>\$73,064</b>	2024
<a href="#">Love Your Magic Inc</a>	MA	\$428,781	Executive Di	\$152,298	<b>\$152,298</b>	2024
<a href="#">South Shore Childrens Chorus Corp</a>	MA	\$428,308	Executive Director	\$76,154	<b>\$74,191</b>	2025
<a href="#">Milton Soccer Inc</a>	MA	\$422,973	Registrar	\$21,728	<b>\$21,728</b>	2024
<a href="#">Art Resource Collaborative For Kids</a>	MA	\$408,006	Executive Director	\$35,750	<b>\$35,750</b>	2024
<a href="#">Elevate Youth Inc</a>	MA	\$566,342	Executive Director/founder	\$57,501	<b>\$59,199</b>	2023
<a href="#">Our Bright Future Inc</a>	MA	\$405,474	President	\$65,160	<b>\$67,085</b>	2023
<a href="#">Yes We Care</a>	MA	\$376,752	President & Ceo	\$12,770	<b>\$12,770</b>	2024
<a href="#">Spark Kindness Inc</a>	MA	\$375,432	Executive Dir.	\$75,891	<b>\$75,891</b>	2024
<a href="#">Compass Path Inc</a>	MA	\$359,759	Director/executive Director	\$76,844	<b>\$76,844</b>	2024
<a href="#">Dreamcatcher Initiative Inc</a>	MA	\$332,636	President/chair	\$84,316	<b>\$84,316</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 2024 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

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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

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**PEER COUNT** 16 organizations. Compensation range \$12,770–\$152,637; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$486,439); for reference, expenses \$478,322 and assets \$148,575.

**ROLE MATCH** Arlene Suriel, reported title "*MENTOR*", 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	6 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	6 <sup>th</sup>
Reportable pay only (column D), adjusted	6 <sup>th</sup>
All sources (D + E + F), adjusted	6 <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

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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 (Arlene Suriel) 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 16 similarly situated organizations (Same NTEE sector (O50) + MA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,600 is reasonable (approximately the 6<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 9, 2026.