

Piedmont Virginia Amateur Softball

Executive Director / CEO

EIN 541851066

VA · NTEE N30

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Andrew D Dooley, Executive Director / CEO** (\$15,013) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

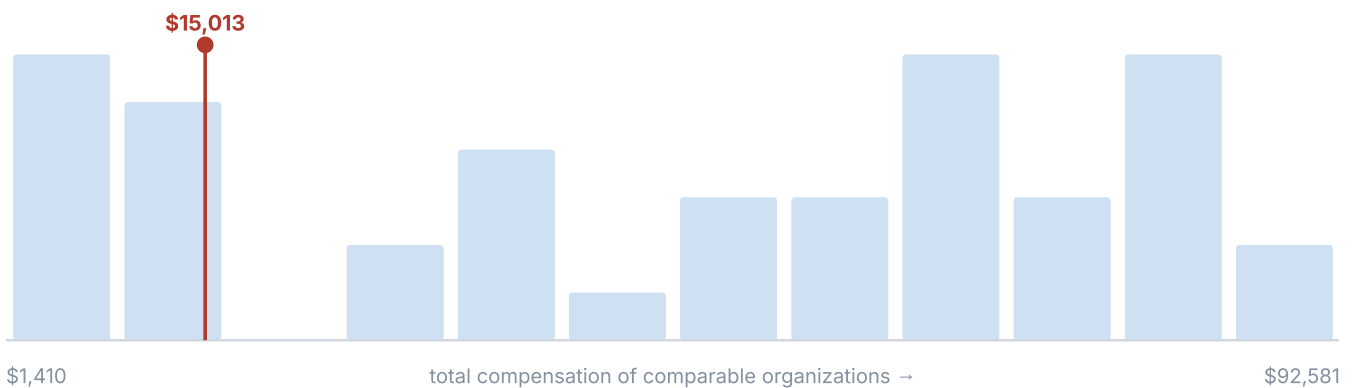
Benchmarked executive: Andrew D Dooley — reported title “COMMISSIONER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N30).
BUDGET	Total revenue between \$195,055 and \$436,690 — 0.67x to 1.50x the subject's \$291,127 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N30), nationwide + budget 0.67–1.5x revenue.

41 organizations qualified on sector, size, and geography → **41** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,957	\$16,112	\$49,681	\$70,146	\$78,706	\$15,013
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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 VA 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
Carpinteria Skate Foundation	CA	\$289,876	Executive Director	\$88,274	\$81,276	2023
Cape Community Arena Group	ME	\$293,067	Board Member	\$1,360	\$1,410	2024
Iron Belle Trail Fund	MI	\$281,814	Director	\$15,072	\$16,112	2024
Heroes Movement	CA	\$278,910	President	\$65,000	\$59,848	2023
Girls On The Run Central Virginia	VA	\$305,047	Executive Director	\$28,216	\$28,216	2024
A Carousel For Missoula	MT	\$305,508	Executive Di	\$56,632	\$65,092	2023
Fayette Area Lions Den Inc	PA	\$309,971	Executive Director	\$45,311	\$46,798	2024
Orchard Hills Athletic Club	MI	\$268,589	Manager	\$14,563	\$15,568	2024
Teton Rock Gym Inc	ID	\$314,684	Executive Di	\$62,140	\$68,463	2024
Sensory Beans Inc	NY	\$266,157	President	\$51,800	\$48,478	2024
Maine Gearshare	ME	\$262,844	Executive Director	\$75,000	\$77,781	2024
Northern Blair County Recreation	PA	\$259,038	Board Member	\$5,768	\$5,957	2024
Community Swim Club	WA	\$255,736	President	\$3,725	\$3,556	2023
Northern Columbia Community And Cultural Center	PA	\$253,387	Executive Director	\$27,728	\$28,638	2024
Frailty Myths	CA	\$250,961	President	\$100,552	\$92,581	2023
Paradise Stronger Inc	CA	\$242,895	Executive Dir.	\$53,254	\$47,626	2024
Pacific Northwest Parkour Association	OR	\$342,633	Executive Director	\$40,873	\$39,311	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mulligans Hollow Ski Bowl	MI	\$237,968	Executive Dir.	\$30,000	\$32,070	2024
Upstate Nevada Inc	NV	\$235,553	President	\$2,162	\$2,244	2024
Mandan Parks And Recreation Foundation	ND	\$235,459	Manager	\$33,095	\$37,615	2024
Southern Off-road Bicycle Association	GA	\$349,267	Executive Director	\$65,000	\$67,689	2024
Extra Mile Club Of The Lowcountry	SC	\$232,063	Executive Director	\$12,000	\$13,348	2023
Alabama Recreation & Parks Assoc Inc	AL	\$350,398	Executive Director	\$59,400	\$66,462	2024
Milwaukie Community Center Foundati	OR	\$227,900	Foundation D	\$59,913	\$57,624	2024
Friends Of Community Fitness	ME	\$356,036	Executive Director	\$77,606	\$78,409	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	41 organizations. Compensation range \$1,410–\$92,581; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$291,127); for reference, expenses \$243,531 and assets \$29,219.
ROLE MATCH	Andrew D Dooley, reported title " <i>COMMISSIONER</i> ", 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.

RELATED-ORG PAY 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	20 th
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	20 th

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 (Andrew D Dooley) 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 41 similarly situated organizations (Same NTEE sector (N30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,013 is reasonable (approximately the 20th 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 10, 2026.