

Networks Inc

Executive Director / CEO

EIN 561844934
 NC · NTEE N62Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Michael Hollis, Executive Director / CEO** (\$73,150) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

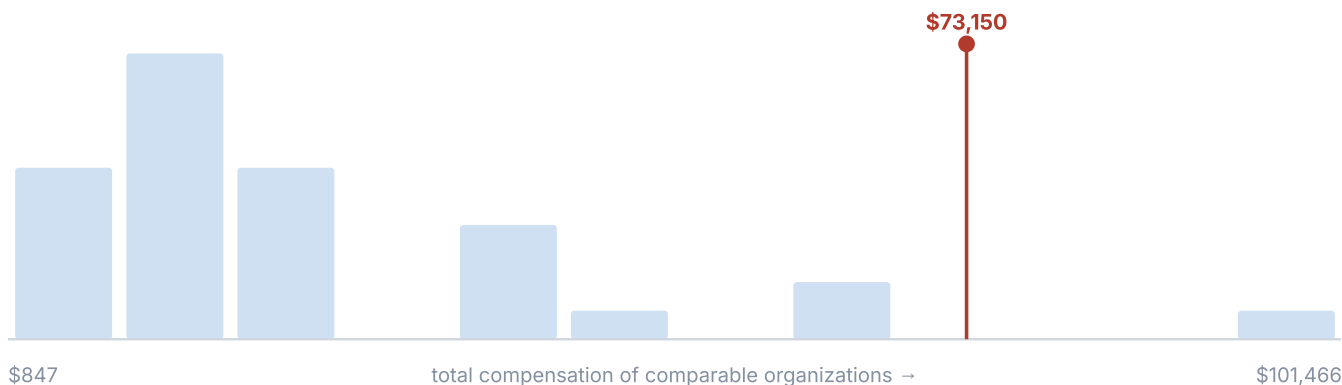
Benchmarked executive: Michael Hollis — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N62Z).
BUDGET	Total revenue between \$132,547 and \$296,748 — 0.67x to 1.50x the subject's \$197,832 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N62), nationwide + budget 0.67–1.5x revenue.

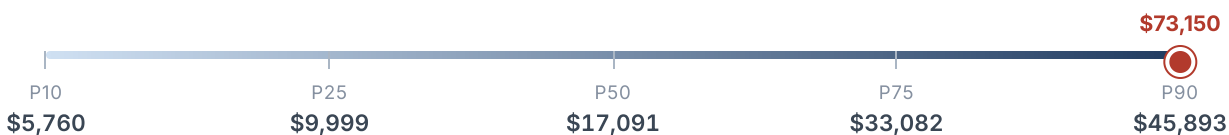
30 organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,760	\$9,999	\$17,091	\$33,082	\$45,893	\$73,150
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 97TH
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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 NC 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
Illinois Irish Basketball Inc	IL	\$192,281	President/ceo	\$28,000	\$25,877	2024
Valley Stars Basketball Academy	CA	\$205,689	Executive Director	\$53,000	\$44,292	2023
Basketball Coaches Association Of	MI	\$206,530	Executive Director	\$23,500	\$22,802	2024
Flourish Placemaking Collective	MN	\$187,616	Executive Di	\$71,572	\$66,481	2024
Ncboa Inc	CA	\$212,430	Secretary	\$1,500	\$1,186	2025
Hbsml Charitable Foundation	OK	\$213,364	President	\$10,675	\$11,376	2023
South Jersey Titans	NJ	\$180,366	Chairman	\$9,100	\$7,863	2023
Brooklyn Usa Sports Assn Inc	NY	\$215,659	President	\$44,520	\$37,818	2024
Metro Stars Girls Basketball	MN	\$218,473	Executive Director	\$6,655	\$6,182	2024
Lakota Thunderbird Youth Basketball	OH	\$219,818	President	\$850	\$847	2024
Howard Youth Basketball Alliance	MD	\$220,977	Treasurer	\$12,000	\$10,546	2024
Club Zzu Volleyball Inc	ID	\$173,111	President	\$17,000	\$17,502	2023
Top Of The Key Foundation Inc	GA	\$172,692	Member	\$25,000	\$23,630	2024
Distinxion Inc	IN	\$229,195	President/ceo	\$23,350	\$23,831	2023
Legends Basketballinc	WI	\$231,266	At-large	\$2,000	\$1,964	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nashville Youth Basketball Association	TN	\$237,436	Executive Director	\$14,400	\$14,229	2024
Lakeville South Girls Basketball	MN	\$240,514	Varsity Coac	\$10,200	\$9,474	2024
Beyond Ball	IA	\$243,562	President/director (Until 06/23)	\$6,500	\$6,888	2023
Minnesota Fury	MN	\$247,220	Owner	\$38,200	\$35,483	2024
Yanders Law	MO	\$250,255	Secretary	\$60,570	\$60,306	2024
Am3n	AL	\$251,376	President / Executive Dire	\$24,500	\$25,616	2023
Fever Aau Inc	CA	\$142,534	President	\$43,382	\$36,254	2023
Bc Junior Lancers Basketball Inc	WI	\$140,417	Director	\$10,000	\$9,817	2024
Michigan's Capital Area Basketball Club	MI	\$255,959	President	\$16,000	\$15,983	2023
Az Fire Basketball Club	AZ	\$256,379	Officer	\$17,250	\$15,595	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 30 organizations. Compensation range \$847–\$101,466; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$197,832); for reference, expenses \$189,501 and assets \$17,638.

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

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	97 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	97 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 (Michael Hollis) 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 30 similarly situated organizations (Same NTEE sector (N62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,150 is reasonable (approximately the 97th 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.