

Grassland Athletic Association Inc

Executive Director / CEO

EIN 621327239
 TN · NTEE N60Z
 FY ending 2024-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Justin Dorris, Executive Director / CEO** (\$75,050) against **every comparable organization** that fit the selection criteria — **189** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

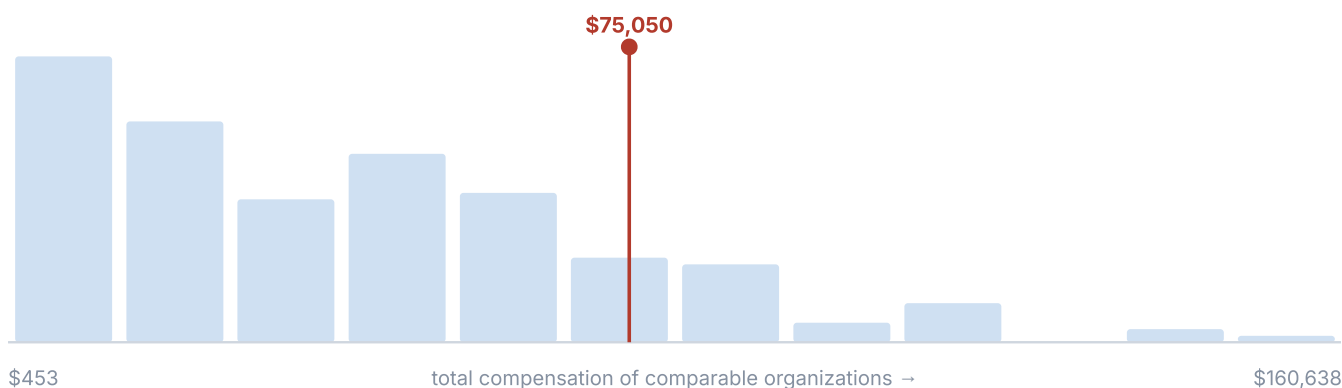
Benchmarked executive: Justin Dorris — reported title “PROGRAM DIRE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (N60Z).
- BUDGET** Total revenue between \$258,955 and \$579,751 — 0.67x to 1.50x the subject's \$386,501 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

189 organizations qualified on sector, size, and geography → **189** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,744	\$14,605	\$38,221	\$61,053	\$85,739	\$75,050
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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 TN 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
Buffalo Turners Inc	NY	\$386,668	Finan.secretary	\$41,752	\$36,953	2023
West Valley Drive Basketball	CA	\$387,446	Director	\$144,360	\$118,591	2024
The Cedar Bluff Farragut Optimist Youth	TN	\$382,607	Vice President	\$4,800	\$4,800	2024
Oiler Attack Club Inc	OH	\$390,474	President	\$16,000	\$15,707	2025
New England Youth Cycling Inc	MA	\$391,007	Vice-president And Board Member	\$31,250	\$26,716	2024
Chugiak Youth Sports Association	AK	\$391,749	Program Director	\$94,875	\$88,841	2023
Revival Sport Inc	TX	\$396,660	President	\$53,000	\$50,437	2024
Southern Swing Volleyball Assn	TX	\$375,052	Sec Treas	\$36,000	\$35,271	2023
Lone Star Field Hockey	TX	\$374,867	Director	\$65,000	\$63,684	2023
Georgia Bikes Inc	GA	\$403,472	Executive Di	\$95,000	\$90,874	2024
Rock Ridge Youth Hockey Association	MN	\$368,722	Scheduler	\$6,000	\$5,640	2024
Youth Life Skills Foundation Inc	NY	\$404,776	Executive Director	\$84,572	\$72,704	2024
Samba Futsal Foundation	CA	\$366,927	President & Ceo	\$88,926	\$73,052	2024
Utah Youth Rugby	UT	\$364,901	President	\$50,000	\$48,684	2024
Psva Volleyball Academy Inc	FL	\$408,883	President	\$50,430	\$45,070	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rocky Mountain Roller Hockey League Inc	CO	\$363,708	Secretary	\$35,000	\$31,928	2024
Firecrackers Leles	CA	\$363,157	President	\$15,000	\$12,322	2024
Bulldogs Inline Hockey Club	CA	\$411,736	President	\$14,800	\$12,158	2024
All Star Empire Volleyball Club Inc	NY	\$412,232	Executive Di	\$24,000	\$20,632	2024
C-hers Lacrosse Club Inc	MD	\$412,286	President	\$67,508	\$61,817	2023
Usa Youth Education In Shooting Spo	UT	\$359,701	President	\$15,000	\$14,605	2024
Southern Kentucky Elite Volleyball	KY	\$359,688	Coach	\$24,525	\$25,807	2023
Finger Lakes Wrestling Club Inc	NY	\$359,137	Director	\$50,000	\$44,253	2023
Childrens Athletic Development	NJ	\$415,005	President	\$13,000	\$11,042	2024
Southern Sand Volleyball Academy	NC	\$415,973	Chair	\$71,541	\$70,325	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 **189** organizations. Compensation range \$453–\$160,638; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$386,501); for reference, expenses \$389,825 and assets \$85,316.

ROLE MATCH	Justin Dorris, reported title " <i>PROGRAM DIRE</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.
OUTLIERS	3 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	86 th
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	86 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 (Justin Dorris) 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 189 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,050 is reasonable (approximately the 86th 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.