

# Walnut Creek Pony League Baseball

Executive Director / CEO

EIN 680441421

CA · NTEE N63

FY ending 2025-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Anthony Damhesel, Executive Director / CEO** (\$58,600) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85<sup>th</sup>** percentile of comparable organizations within the typical range

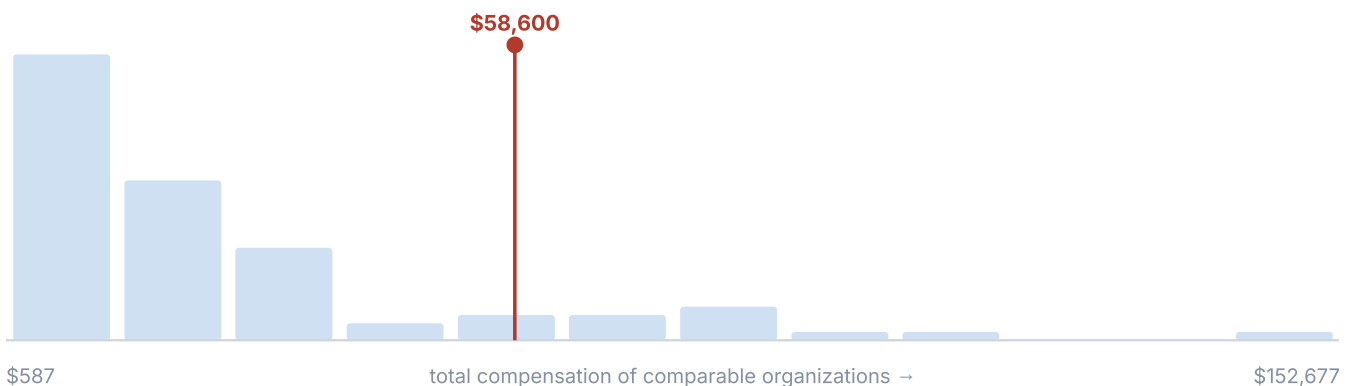
**Benchmarked executive:** Anthony Damhesel — reported title “President & Dir”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (N63).
- BUDGET** Total revenue between \$183,240 and \$410,241 — 0.67x to 1.50x the subject's \$273,494 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (N63), nationwide + budget 0.67–1.5x revenue.

**79** organizations qualified on sector, size, and geography → **79** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,973	\$7,037	\$16,391	\$31,249	\$71,339	\$58,600
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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 CA 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="#">South Florida Collegiate</a>	FL	\$275,165	Compliance	\$20,000	<b>\$22,334</b>	2024
<a href="#">Watertown Baseball Association</a>	SD	\$275,737	Director Of Baseball Operatio	\$26,139	<b>\$35,305</b>	2023
<a href="#">1904 Baseball Club</a>	CA	\$270,852	Chief Executive Officer	\$16,770	<b>\$17,214</b>	2024
<a href="#">Vista Baseball Academy</a>	CA	\$270,187	President & Ceo	\$50,000	<b>\$52,839</b>	2023
<a href="#">Commit 2 Excellence Corporation</a>	TX	\$277,204	President	\$30,000	<b>\$35,673</b>	2024
<a href="#">Iowa Blitz Fastpitch Inc</a>	IA	\$281,295	President	\$14,400	<b>\$18,743</b>	2024
<a href="#">Kindred Youth Baseball</a>	ND	\$263,269	President	\$6,700	<b>\$8,740</b>	2024
<a href="#">Sanford Mainers Inc</a>	ME	\$283,793	General Manager	\$2,000	<b>\$2,451</b>	2023
<a href="#">West Linn High School Baseball Alumni Assn Inc</a>	OR	\$261,682	Vice President	\$12,185	<b>\$13,104</b>	2025
<a href="#">Spokane Baseball Club</a>	WA	\$261,047	President	\$11,000	<b>\$12,053</b>	2023
<a href="#">Summit City Sluggers Baseball Inc</a>	IN	\$288,504	Assistant Treasurer	\$5,000	<b>\$6,453</b>	2023
<a href="#">Northwest Kings Baseball Club</a>	WA	\$290,996	President	\$11,000	<b>\$11,707</b>	2024
<a href="#">Hampton Roads Basketball Officials</a>	VA	\$252,662	Rules Interpret	\$4,315	<b>\$5,099</b>	2023
<a href="#">Grind Baseball</a>	CA	\$295,389	President & Ceo	\$28,356	<b>\$29,106</b>	2024
<a href="#">Northwest Girls Softball-fastpitch</a>	NV	\$296,044	Director	\$57,646	<b>\$70,716</b>	2023
<a href="#">Global Sports Federation Inc</a>	GA	\$246,884	Executive Di	\$74,400	<b>\$88,926</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Madison Baseball Association</a>	MN	\$246,682	President	\$5,000	<b>\$6,047</b>	2023
<a href="#">Rapid City Softball League Assos</a>	SD	\$300,958	Board Member	\$3,000	<b>\$3,935</b>	2024
<a href="#">Ne Baseball Inc</a>	RI	\$301,023	President	\$15,000	<b>\$17,098</b>	2024
<a href="#">Giants Futures Baseball Club</a>	MA	\$302,125	President	\$1,000	<b>\$1,100</b>	2023
<a href="#">Doom</a>	OH	\$243,826	President	\$22,610	<b>\$27,733</b>	2025
<a href="#">Bellevue Sports Athletic Association Inc</a>	TN	\$243,464	Treasurer	\$16,511	<b>\$21,239</b>	2023
<a href="#">Pittsburgh Hardball Academy Inc</a>	PA	\$243,161	President An	\$12,143	<b>\$14,819</b>	2023
<a href="#">Youth Baseball Of Reading Inc</a>	MA	\$243,088	Director	\$590	<b>\$631</b>	2024
<a href="#">Cumberland Hot Stove League In</a>	MD	\$241,470	Secretary	\$12,990	<b>\$14,437</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2025 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 CA 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

PEER COUNT	<b>79</b> organizations. Compensation range \$587–\$152,677; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$273,494); for reference, expenses \$277,745 and assets \$84,407.
ROLE MATCH	Anthony Damhesel, reported title " <i>President &amp; Dir</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

**OUTLIERS** 10 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	85 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	87 <sup>th</sup>
Reportable pay only (column D), adjusted	86 <sup>th</sup>
All sources (D + E + F), adjusted	85 <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**

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 (Anthony Damhesel) 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 79 similarly situated organizations (Same NTEE sector (N63), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,600 is reasonable (approximately the 85<sup>th</sup> 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.