

El Paso Border Youth Athletic Assoc

Executive Director / CEO

EIN 742942336

TX · NTEE N63

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Katherine Palafox, Executive Director / CEO** (\$58,462) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

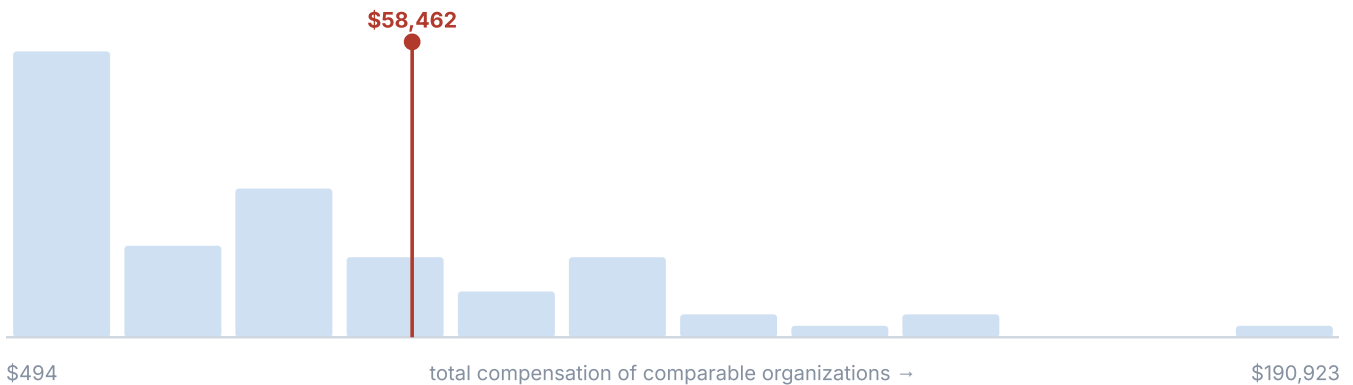
Benchmarked executive: Katherine Palafox — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N63).
BUDGET	Total revenue between \$319,804 and \$715,980 — 0.67x to 1.50x the subject's \$477,320 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N63), nationwide + budget 0.67–1.5x revenue.

70 organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,717	\$10,344	\$33,118	\$61,129	\$93,226	\$58,462
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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 TX 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
Fargo Metro Baseball Association	ND	\$474,273	Vice President/gm	\$28,935	\$32,682	2023
Alabama Baseball Coaches Association In	AL	\$482,598	President	\$111,734	\$117,562	2025
Josh Gibson Foundation	PA	\$467,905	Executive Di	\$42,000	\$41,871	2024
Danville Little League	CA	\$465,002	Secretary	\$16,000	\$13,812	2024
Miracle League Of Arizona	AZ	\$490,888	Director	\$86,806	\$83,457	2024
Bismarck Youth Baseball League	ND	\$498,764	Executive Director	\$25,178	\$27,622	2024
Rise 2 Greatness Foundation	IA	\$453,340	President	\$120,000	\$131,351	2024
Little League Baseball Inc	MO	\$501,804	Vice President	\$30,650	\$32,453	2024
Phipps Park Baseball Inc	FL	\$447,463	President	\$87,000	\$81,704	2024
Conroe Area Youth Baseball Inc	TX	\$435,205	Secretary	\$25,304	\$25,304	2024
Broken Arrow Boys Baseball Program	OK	\$435,139	President	\$9,050	\$9,962	2024
Arizona Baseball Club	AZ	\$522,829	Director	\$39,800	\$39,395	2023
Watson Softball	CA	\$531,642	Head Coach	\$60,967	\$52,629	2024
Billings Softball Association	MT	\$532,672	President	\$32,213	\$34,713	2024
Alexandria Youth Baseball	MN	\$421,579	Board Member	\$10,325	\$10,199	2024
Northern Kentucky Baseball Association	KY	\$421,374	Operations Manager	\$35,000	\$37,591	2024
Minnesota Asa	MN	\$420,429	Commissioner	\$78,000	\$77,049	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Galaxy Of Stars Events	VA	\$420,140	President	\$15,000	\$14,906	2023
Wellesley Youth Baseball & Softball Inc	MA	\$417,137	Director, League Admin	\$45,096	\$40,511	2024
Swarm Baseball Foundation	AZ	\$538,437	Director	\$34,900	\$33,554	2024
Dayton Classics Baseball Club Inc	OH	\$542,869	Employee	\$36,000	\$39,243	2023
The Amateur Softball Association Of Pennsylvania Inc	PA	\$544,597	Executive Director	\$45,722	\$46,928	2023
Naturals Baseball And Softball Academy	LA	\$548,151	Executive Dir.	\$74,920	\$82,471	2024
New England Collegiate Baseball League Inc	MA	\$553,071	President	\$15,000	\$13,873	2023
Scots Baseball Club	TX	\$401,146	Treasurer	\$6,000	\$6,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	70 organizations. Compensation range \$494–\$190,923; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$477,320); for reference, expenses \$447,813 and assets \$22,900.
ROLE MATCH	Katherine Palafox, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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 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	73 rd
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	70 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 (Katherine Palafox) 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 70 similarly situated organizations (Same NTEE sector (N63), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,462 is reasonable (approximately the 73rd 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.