

American Southwest Conference

Executive Director / CEO

EIN 752660573
 TX · NTEE N40
 FY ending 2023-06-30
 June 13, 2026

This analysis benchmarks the total compensation of **Amy Carlton, Executive Director / CEO** (\$94,911) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

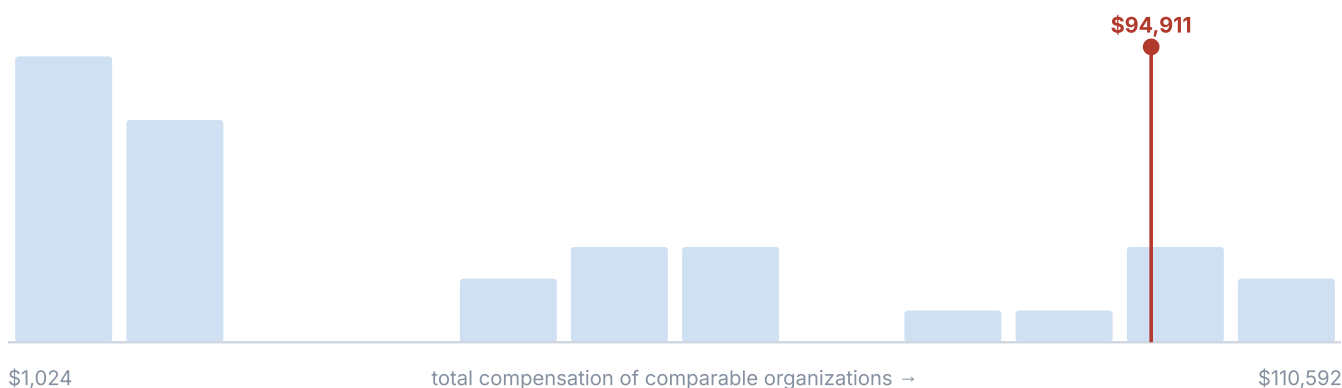
Benchmarked executive: Amy Carlton — reported title “FORMER COMMISSIONER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (N40).
- BUDGET** Total revenue between \$193,722 and \$433,707 — 0.67x to 1.50x the subject's \$289,138 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (N40), nationwide + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,335	\$9,214	\$19,267	\$62,799	\$96,377	\$94,911
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 84TH
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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
Minnesota Renegades	MN	\$286,672	Vice President	\$11,880	\$11,398	2024
The Big North Athletic Conference Inc	NJ	\$279,045	Executive Director	\$10,000	\$8,446	2025
Incline Sports Corporation	OR	\$266,884	President	\$64,320	\$58,000	2024
10th Mountain Lacrosse Inc	CO	\$264,538	Director/coach	\$20,100	\$19,267	2023
Fit & Able Productions Inc	NC	\$313,873	Executive Director	\$96,000	\$96,318	2024
Sheriff Pal Program	MI	\$263,765	Executive Director	\$63,500	\$63,642	2024
Sooner Athletic Conference	AR	\$260,873	Commissioner	\$101,325	\$110,592	2024
Shorewood Swim Club Foundation Inc	WI	\$322,818	Executive Dir.	\$92,984	\$91,863	2025
North Atlantic Conference Inc	ME	\$327,188	Executive Dir.	\$106,461	\$100,845	2025
Abs Park	MT	\$248,188	Vice President	\$8,000	\$8,373	2024
Next Step Archery	WA	\$330,823	Vice Preside	\$10,154	\$8,828	2024
Cheshire County Shooting Sports Educatio	NH	\$245,318	General Manager	\$17,550	\$16,200	2023
North Jersey Interscholastic	NJ	\$243,235	Executive Director	\$7,500	\$6,335	2025
Excellence Thru Athletics Corp	CA	\$242,518	President	\$9,145	\$7,894	2023
Karatedo Honma Dojo Inc	NY	\$242,136	Executive Director & Chief Instruct	\$50,350	\$44,178	2024
Pine City Civic Center Association	MN	\$337,878	Treasurer	\$3,358	\$3,139	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Fairfield County Interscholasti	CT	\$341,040	President	\$1,125	\$1,024	2024
Bay Area Youth Baseball Foundation	CA	\$236,845	President	\$60,000	\$51,794	2023
National Collegiate Acrobatics And Tumbling Association	WA	\$230,783	Executive Director	\$17,500	\$14,822	2025
Genesis Foundation For Fitness & Tennis	KS	\$226,281	Executive Director	\$49,792	\$53,775	2023
Super Essex Conference	NJ	\$354,550	Executive Director	\$3,525	\$2,978	2025
Capital Athletic Conference Inc	FL	\$220,355	Commissioner	\$91,394	\$81,220	2025
Rockford Barbell	IL	\$218,596	Treasurer	\$17,888	\$17,076	2024
Dual County League Inc	MA	\$214,827	Exec Sec	\$11,002	\$9,600	2024
Mile High Rowing Club	CO	\$210,547	Head Coach	\$42,000	\$40,260	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 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 31 organizations. Compensation range \$1,024–\$110,592; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$289,138); for reference, expenses \$276,230 and assets \$274,864.

ROLE MATCH Amy Carlton, reported title "*FORMER COMMISSIONER*", 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	84 th
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	84 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 (Amy Carlton) 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 13, 2026, comparing compensation against 31 similarly situated organizations (Same NTEE sector (N40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$94,911 is reasonable (approximately the 84th 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 13, 2026.