

Hockey Players In Business Inc

Executive Director / CEO

EIN 812474679

OH · NTEE N03

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Kevin Henry, Executive Director / CEO** (\$3,000) against **every comparable organization** that fit the selection criteria — **1320** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

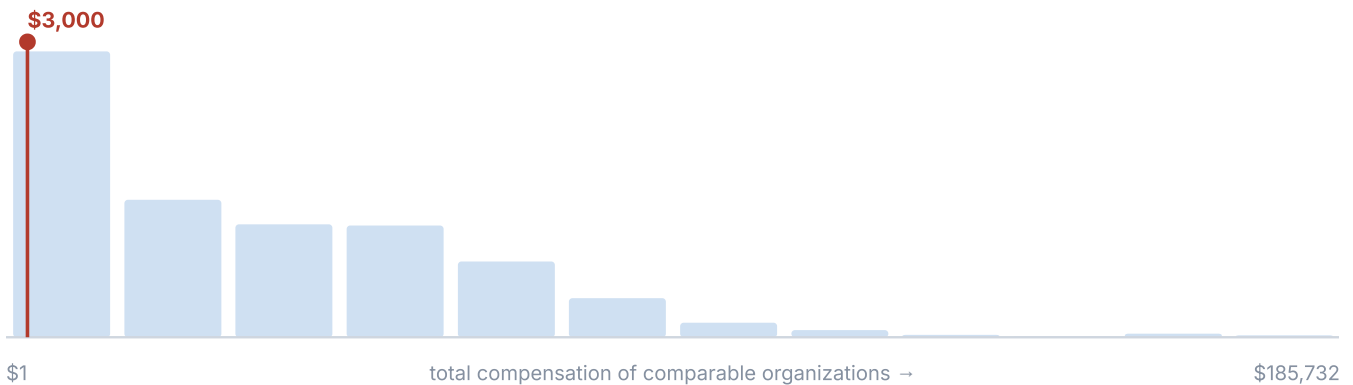
Benchmarked executive: Kevin Henry — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N03).
BUDGET	Total revenue between \$193,019 and \$432,133 — 0.67x to 1.50x the subject's \$288,089 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

1,320 organizations qualified on sector, size, and geography → **1,320** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,936	\$9,487	\$27,069	\$54,852	\$74,437	\$3,000
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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 OH 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
Northern Ca Junior Lacrosse Association	CA	\$288,145	Secretary	\$6,300	\$5,136	2024
Soar Special Recreation Of The Lowcountr	SC	\$288,265	Executive Dir.	\$66,490	\$67,426	2023
Wisconsin Ice Volleyball Club	WI	\$288,315	President	\$2,629	\$2,592	2024
Original Design	SC	\$288,390	Executive Director	\$59,000	\$58,114	2024
Houston Fc	TX	\$287,753	President	\$36,000	\$34,000	2024
Summit City Sluggers Baseball Inc	IN	\$288,504	Assistant Treasurer	\$5,000	\$5,126	2023
Wt Swim Club Inc	IN	\$288,510	Business Manager - Former	\$10,000	\$9,957	2024
Revitalizing Waterbury Inc	VT	\$288,651	Former Executive Director	\$45,184	\$42,939	2024
Mayfield Kamper Klub	WA	\$287,466	Vice President	\$2,000	\$1,647	2025
The Lacrosse Club Inc	MD	\$288,741	President	\$81,545	\$74,106	2023
Home Talent Colt Stakes Association Inc	OH	\$287,356	Secretary/treasurer	\$6,000	\$6,177	2023
Byron Youth Football Association	MN	\$288,876	Board Member	\$51,480	\$48,027	2024
Cross Training Football Inc	NY	\$287,124	President	\$90,910	\$77,561	2024
American Southwest Conference	TX	\$289,138	Former Commissioner	\$94,911	\$92,285	2023
Isaac Bruce Foundation	MO	\$289,143	Executive Director	\$67,600	\$67,600	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Camp Tuckabatchee Inc	IL	\$289,205	Executive Director	\$60,000	\$55,693	2024
Donner Swim Club Inc	IN	\$289,366	Business Manager	\$17,550	\$17,474	2024
Ballard Youth Soccer Club	WA	\$289,392	Director, Registrar	\$23,400	\$19,270	2025
Stage Door Dance Company	VA	\$286,708	President	\$17,975	\$16,386	2024
Minnesota Renegades	MN	\$286,672	Vice President	\$11,880	\$11,083	2024
Mounds View Volleyball Club	MN	\$289,650	Director/tre	\$34,805	\$31,634	2025
Carpinteria Skate Foundation	CA	\$289,876	Executive Director	\$88,274	\$74,093	2023
Carry On Foundation	UT	\$289,920	Executive Di	\$22,250	\$22,135	2023
Skating Club Of Jackson Hole	WY	\$289,962	Program Coordinator	\$33,040	\$34,391	2023
Central New York Baptist Youth Camp Inc	NY	\$290,010	Executive Director	\$58,791	\$50,158	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 **1320** organizations. Compensation range \$1–\$185,732; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$288,089); for reference, expenses \$240,701 and assets \$127,286.

ROLE MATCH	Kevin Henry, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	10 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	12 th
All sources (D + E + F), adjusted	10 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 (Kevin Henry) 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 1320 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,000 is reasonable (approximately the 10th 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.