

River Cities Tennis Association

Executive Director / CEO

EIN 812561400
 IA · NTEE N66
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Cynthia Rasche, Executive Director / CEO** (\$25,884) against **every comparable organization** that fit the selection criteria — **664** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

Benchmarked executive: Cynthia Rasche — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N66).
BUDGET	Total revenue between \$110,984 and \$248,472 — 0.67x to 1.50x the subject's \$165,648 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

664 organizations qualified on sector, size, and geography → **664** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,922	\$6,419	\$18,808	\$40,451	\$59,546	\$25,884
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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 IA 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
Gridiron Imports Foundation Inc	OK	\$165,567	Executive Director	\$83,050	\$85,987	2023
Aberdeen Board Parks &	MD	\$165,866	Treasurer	\$4,495	\$3,739	2025
Clutch Up Inc	CA	\$165,269	President	\$8,000	\$6,495	2023
California Academic Decathlon Assoc	CA	\$165,249	Exec Director	\$90,000	\$69,147	2025
Texas Kingdom Christian Sports	TX	\$165,049	Treasurer	\$8,250	\$7,537	2024
Ukiah Valley Cultural & Rec Center	CA	\$166,254	Key Employee	\$61,547	\$48,538	2024
Girls On The Run Of Middle Tennessee	TN	\$164,935	Executive Dir.	\$25,149	\$23,521	2025
Club 104	PA	\$166,428	Club Manager	\$46,627	\$45,513	2022
Lake Veterans Club Inc	FL	\$166,576	President/co	\$20,900	\$17,932	2024
Pittsburgh Harlequins	PA	\$164,526	Treasurer	\$7,050	\$6,421	2024
American Council Of Snowmobile Associations Inc	MI	\$167,065	Executive Director	\$68,679	\$63,073	2025
Trailspring Inc	MO	\$164,178	Executive Dir.	\$59,865	\$57,909	2024
Fremont Adventure Recreation	CO	\$163,970	Director	\$700	\$631	2023
Slovak Club Inc	IN	\$163,950	President	\$17,700	\$17,551	2023
Elkhorn South Storm Legion Baseball	NE	\$163,483	Board Member	\$8,200	\$8,055	2024
Greater Durham Black Chamber Of Commerce	NC	\$167,896	Ceo	\$40,000	\$37,747	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Grit Hoops	CO	\$163,331	Kasemodel	\$62,000	\$54,296	2024
Tusco Rifle Club Inc	OH	\$167,969	Vice-president	\$19,200	\$18,573	2024
Kulm Golf Course	ND	\$163,204	Grounds Keeper	\$23,531	\$24,281	2023
Lake Charlevoix Mariners Inc	MI	\$162,608	Director	\$9,000	\$8,735	2023
Backwoods Christian Camp Inc	AL	\$162,108	Managing Director	\$28,800	\$28,416	2024
Kent Canadian Club	OH	\$169,218	Secretary	\$21,200	\$20,507	2024
Transcend Foundation	CA	\$161,957	Executive Dir.	\$36,500	\$29,635	2023
Emilie M Bullowa Memorial Endowment Of	NY	\$169,431	Scout Executive/ceo	\$18,549	\$15,308	2024
Bilu International Soccer	SC	\$161,673	Copque	\$11,400	\$10,862	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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	664 organizations. Compensation range \$1–\$310,049; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$165,648); for reference, expenses \$80,043 and assets \$446,191. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Cynthia Rasche, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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	60 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	59 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 (Cynthia Rasche) 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 664 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,884 is reasonable (approximately the 60th 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.