

Flagstaff Youth Riders Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Tyler Nelson Non-voting, Executive Director / CEO** (\$59,583) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

Benchmarked executive: Tyler Nelson Non-voting — reported title “Ex Dir til Nov 2024”, 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 (P20).

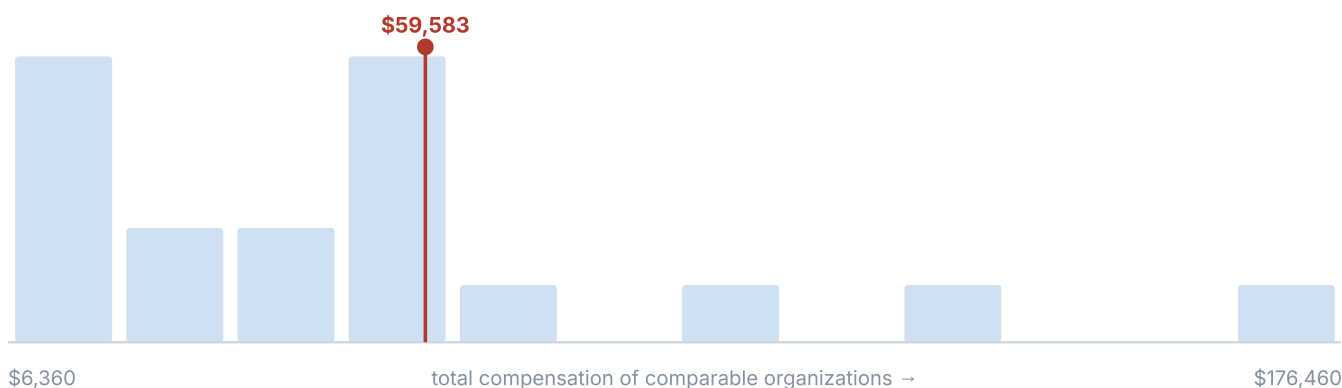
BUDGET Total revenue between \$190,449 and \$426,379 — 0.67x to 1.50x the subject's \$284,253 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + AZ + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography

→ **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,875

\$20,785

\$46,621

\$62,279

\$110,058

\$59,583



● 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 AZ 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
Hope Response Inc	AZ	\$303,416	President	\$18,000	\$18,532	2023
Heart & Seoul Gospel Ministry	AZ	\$308,899	President	\$52,800	\$54,360	2023
Honoring Americas Veterans	AZ	\$310,272	Executive Dir.	\$72,500	\$70,631	2025
Helping Hands For Freedom	AZ	\$254,431	Executive Director	\$60,000	\$60,000	2024
Asian Corporate & Entrepreneur	AZ	\$321,788	President	\$123,376	\$127,020	2023
Gila Valley Samaritan Home	AZ	\$337,344	Ciancimino	\$19,940	\$20,529	2023
Dsquared Homes For The Homeless	AZ	\$224,732	Director	\$50,000	\$50,000	2024
The Bridge To Hope Inc	AZ	\$222,796	Executive Di	\$54,000	\$54,000	2024
Owl & Panther	AZ	\$350,522	Managing Director	\$61,230	\$63,039	2023
Ericshouse Inc	AZ	\$212,826	Chairman	\$39,300	\$39,300	2024
Page Regional Domestic Violence Service	AZ	\$357,347	President	\$176,460	\$176,460	2024
Hoofbeatz Horses & Humans In Harmony	AZ	\$206,931	Vice President	\$28,910	\$29,764	2023
Hope For The Hopeless	AZ	\$199,482	Executive Director	\$18,000	\$18,532	2023
Az Heroes To Hometowns Foundation	AZ	\$191,559	President	\$42,000	\$43,241	2023
Valle Del Sol Foundation	AZ	\$190,580	Ceo (Through January 2023)	\$6,178	\$6,360	2023
Rancho Milagro Foundation	AZ	\$378,646	Executive Dir.	\$15,873	\$16,342	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Warriors Code Inc	AZ	\$388,577	Foundation Mgr.	\$20,933	\$21,551	2023
Rightpath Health Screenings	AZ	\$412,228	President/ceo	\$99,840	\$102,789	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	18 organizations. Compensation range \$6,360–\$176,460; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$284,253); for reference, expenses \$291,703 and assets \$135,596.
ROLE MATCH	Tyler Nelson Non-voting, reported title " <i>Ex Dir til Nov 2024</i> ", 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.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	67 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	67 th

All sources (D + E + F), adjusted

61st

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 (Tyler Nelson Non-voting) 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 18 similarly situated organizations (Same NTEE sector (P20) + AZ + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,583 is reasonable (approximately the 67th 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.