

# Thunderbird Football Club

Executive Director / CEO

EIN 832841434

AZ · NTEE O50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Colin Zaccagnio, Executive Director / CEO** (\$37,950) against **every comparable organization** that fit the selection criteria — **412** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35<sup>th</sup>** percentile of comparable organizations within the typical range

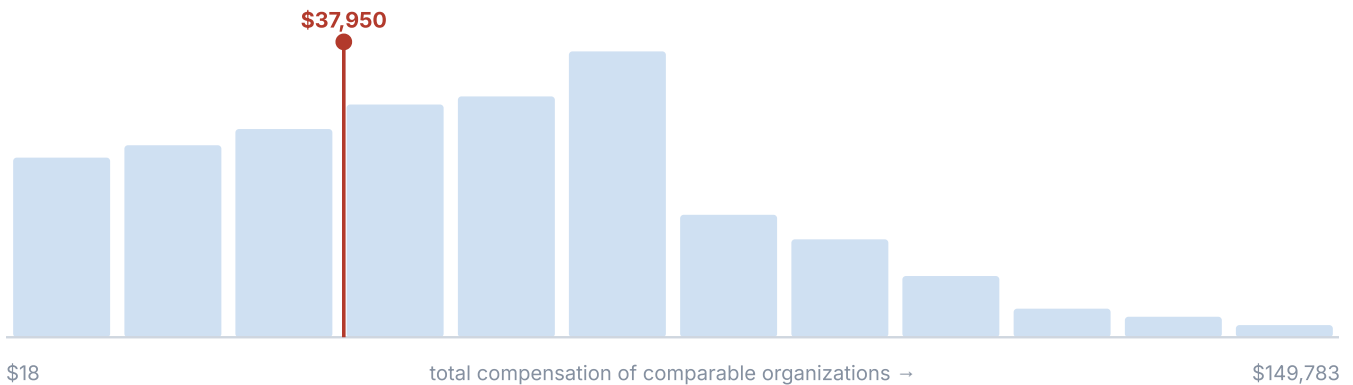
**Benchmarked executive:** Colin Zaccagnio — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$150,542 and \$337,036 — 0.67x to 1.50x the subject's \$224,691 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**412** organizations qualified on sector, size, and geography → **412** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,168	\$27,496	\$51,136	\$70,642	\$93,325	\$37,950
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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 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
<a href="#">Girls On The Run Riverside</a>	CA	\$224,544	Executive Director	\$65,068	<b>\$55,284</b>	2025
<a href="#">Hope Afield</a>	AL	\$224,444	Ceo	\$37,500	<b>\$40,916</b>	2024
<a href="#">Bridge Builders Leadership Initiative</a>	MS	\$224,331	Director Of Program	\$67,082	<b>\$73,512</b>	2025
<a href="#">Partnerships For Permanence</a>	MN	\$224,015	Founder And Ceo	\$74,309	<b>\$76,348</b>	2023
<a href="#">Andy Zanca Youth Empowerment Program</a>	CO	\$225,892	Executive Dir.	\$52,052	<b>\$50,409</b>	2024
<a href="#">Mahogany Youth Corporation</a>	FL	\$226,016	Director	\$32,434	<b>\$32,981</b>	2022
<a href="#">Wonder Woods Nfp</a>	IL	\$226,438	Executive Director	\$52,678	<b>\$53,850</b>	2023
<a href="#">Ruff Wilson Youth Organization Inc</a>	AL	\$222,606	Executive Director	\$46,930	<b>\$51,206</b>	2024
<a href="#">Love Grow Live Center Inc</a>	OK	\$222,393	Founder And Executive Director	\$6,934	<b>\$8,264</b>	2022
<a href="#">Restorative Resources</a>	CA	\$222,393	Executive Dir.	\$46,600	<b>\$40,640</b>	2024
<a href="#">Youth Empowered To Prosper Inc</a>	FL	\$227,499	Executive Dir.	\$86,772	<b>\$82,329</b>	2024
<a href="#">Casino Road Ministries</a>	WA	\$227,550	Executive Director	\$66,036	<b>\$61,476</b>	2023
<a href="#">Women Of The Dream Inc</a>	NJ	\$221,744	Founder/ceo	\$34,634	<b>\$32,153</b>	2023
<a href="#">Academy Project</a>	CA	\$221,677	Exeuctive Director/president	\$24,709	<b>\$21,549</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">D2I Revolution Inc</a>	AZ	\$227,753	Executive Director, Ceo	\$154,207	<b>\$149,783</b>	2024
<a href="#">Yellow Crawfish Learning Center</a>	LA	\$221,614	President	\$22,221	<b>\$24,712</b>	2024
<a href="#">Impactdmv Inc</a>	MD	\$227,856	Executive Director	\$24,960	<b>\$23,568</b>	2024
<a href="#">Popup Tennis Kids Inc</a>	NY	\$220,966	President	\$124,437	<b>\$113,566</b>	2024
<a href="#">Brookline After School Program Inc</a>	NH	\$228,458	President	\$89,334	<b>\$85,771</b>	2023
<a href="#">Radical Arts Academy Of Denver</a>	CO	\$220,241	Co-executive Director	\$19,278	<b>\$18,670</b>	2024
<a href="#">Sunbeam Kids International</a>	CA	\$220,055	Secretary	\$12,000	<b>\$11,216</b>	2022
<a href="#">Adelante Hispanic Achievers Inc</a>	KY	\$229,721	Executive Director	\$37,524	<b>\$40,716</b>	2024
<a href="#">Aspire Movement Inc</a>	AL	\$229,983	Executive Di	\$91,250	<b>\$99,563</b>	2024
<a href="#">Hills To Climb</a>	MD	\$219,232	Executive Director	\$53,175	<b>\$50,209</b>	2024
<a href="#">Mountains 2 Sea</a>	CA	\$219,066	Executive Director And Field Instructor	\$78,747	<b>\$66,906</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **412** organizations. Compensation range \$18–\$149,783; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$224,691); for reference, expenses \$235,312 and assets \$32,083.

ROLE MATCH	Colin Zaccagnio, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	35 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	35 <sup>th</sup>
Reportable pay only (column D), adjusted	35 <sup>th</sup>
All sources (D + E + F), adjusted	34 <sup>th</sup>

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 (Colin Zaccagnio) 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 412 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,950 is reasonable (approximately the 35<sup>th</sup> 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.