

Vista Baseball Academy

Executive Director / CEO

EIN 852076180

CA · NTEE N63

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Adrian Burnside, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **79** 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

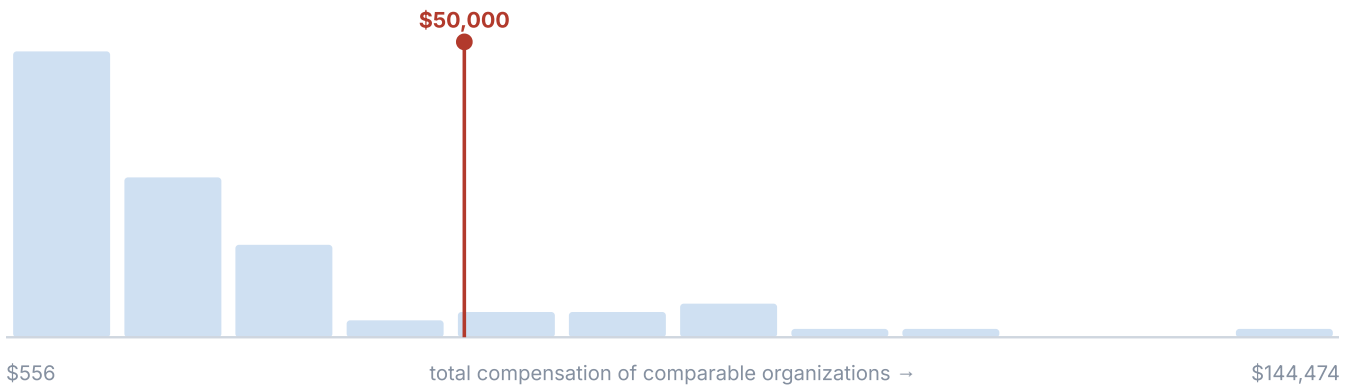
Benchmarked executive: Adrian Burnside — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N63).
BUDGET	Total revenue between \$181,025 and \$405,280 — 0.67x to 1.50x the subject's \$270,187 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N63), nationwide + budget 0.67–1.5x revenue.

79 organizations qualified on sector, size, and geography → **79** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,813	\$6,659	\$15,510	\$29,570	\$67,507	\$50,000
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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 CA 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
1904 Baseball Club	CA	\$270,852	Chief Executive Officer	\$16,770	\$16,289	2024
Walnut Creek Pony League Baseball	CA	\$273,494	President & Dir	\$58,600	\$55,452	2025
South Florida Collegiate	FL	\$275,165	Compliance	\$20,000	\$21,134	2024
Watertown Baseball Association	SD	\$275,737	Director Of Baseball Operatio	\$26,139	\$33,408	2023
Kindred Youth Baseball	ND	\$263,269	President	\$6,700	\$8,271	2024
Commit 2 Excellence Corporation	TX	\$277,204	President	\$30,000	\$33,756	2024
West Linn High School Baseball Alumni Assn Inc	OR	\$261,682	Vice President	\$12,185	\$12,400	2025
Spokane Baseball Club	WA	\$261,047	President	\$11,000	\$11,405	2023
Iowa Blitz Fastpitch Inc	IA	\$281,295	President	\$14,400	\$17,736	2024
Sanford Mainers Inc	ME	\$283,793	General Manager	\$2,000	\$2,319	2023
Hampton Roads Basketball Officials	VA	\$252,662	Rules Interpret	\$4,315	\$4,825	2023
Summit City Sluggers Baseball Inc	IN	\$288,504	Assistant Treasurer	\$5,000	\$6,106	2023
Northwest Kings Baseball Club	WA	\$290,996	President	\$11,000	\$11,078	2024
Global Sports Federation Inc	GA	\$246,884	Executive Di	\$74,400	\$84,147	2024
Madison Baseball Association	MN	\$246,682	President	\$5,000	\$5,722	2023
Grind Baseball	CA	\$295,389	President & Ceo	\$28,356	\$27,542	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Northwest Girls Softball-fastpitch	NV	\$296,044	Director	\$57,646	\$66,917	2023
Doom	OH	\$243,826	President	\$22,610	\$26,243	2025
Bellevue Sports Athletic Association Inc	TN	\$243,464	Treasurer	\$16,511	\$20,099	2023
Pittsburgh Hardball Academy Inc	PA	\$243,161	President An	\$12,143	\$14,024	2023
Youth Baseball Of Reading Inc	MA	\$243,088	Director	\$590	\$596	2024
Cumberland Hot Stove League In	MD	\$241,470	Secretary	\$12,990	\$13,660	2024
Rapid City Softball League Assos	SD	\$300,958	Board Member	\$3,000	\$3,724	2024
Ne Baseball Inc	RI	\$301,023	President	\$15,000	\$16,179	2024
Giants Futures Baseball Club	MA	\$302,125	President	\$1,000	\$1,041	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	79 organizations. Compensation range \$556–\$144,474; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$270,187); for reference, expenses \$279,637 and assets \$12,121.
ROLE MATCH	Adrian Burnside, reported title " <i>President & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

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	84 th
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	84 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 (Adrian Burnside) 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 79 similarly situated organizations (Same NTEE sector (N63), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 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 9, 2026.