

Champions Institute

Executive Director / CEO

This analysis benchmarks the total compensation of **Shawn Zanders, Executive Director / CEO** (\$49,382) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

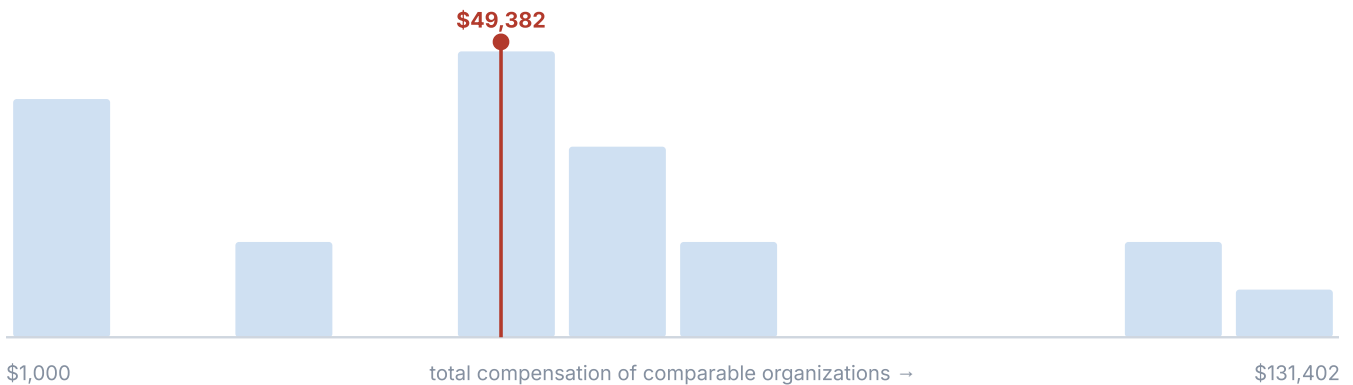
Benchmarked executive: Shawn Zanders — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (O50).
- BUDGET Total revenue between \$168,509 and \$377,260 — 0.67x to 1.50x the subject's \$251,507 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (O50) + TX + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,895	\$29,004	\$49,375	\$63,374	\$111,401	\$49,382
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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 TX 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
Texas United Fc	TX	\$249,719	General Manager	\$55,059	\$63,734	2021
The Houston Friendship And Wellness	TX	\$255,665	Vice Preside	\$62,292	\$62,292	2024
Movie Institute	TX	\$258,885	Coo	\$55,715	\$55,715	2024
The Dallas Friendship Circle Inc	TX	\$241,828	Director	\$48,750	\$48,750	2024
Triumph Futbol Club Inc	TX	\$240,283	Director Of Soccer Operations; Coach	\$116,613	\$120,057	2023
Supergirls Shine Foundation	TX	\$237,931	Ceo	\$70,600	\$72,685	2023
Rockteen Youth Foundation	TX	\$266,614	C.o.o.	\$50,000	\$53,587	2022
Chinese Youth Camp	TX	\$234,593	Camp Director, Finance Director, Facilities	\$1,750	\$1,750	2024
San Antonio Future Basketball Inc	TX	\$234,444	President	\$6,000	\$6,000	2024
Giving Us Leadership An Focus	TX	\$233,338	President	\$4,860	\$4,860	2024
Our Footsteps	TX	\$214,656	Director	\$28,100	\$28,930	2023
Gift4s Giving Individuals The	TX	\$211,333	Executive Dir.	\$50,000	\$50,000	2024
Legacy Sports Training	TX	\$202,305	Executive Director	\$131,402	\$131,402	2024
Middleman Skateboard Ministries Inc	TX	\$194,013	General Manager- Board Memeber	\$115,421	\$115,421	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Houston Contemporary Dance Company	TX	\$193,231	Executive Di	\$30,000	\$29,227	2025
I Have A Dream Foundation - Dallas	TX	\$311,430	Member	\$44,844	\$44,844	2024
Joi Community Outreach	TX	\$187,441	Executive Director	\$1,000	\$1,000	2024
Breitling Performing Arts	TX	\$344,458	Board Director, Driver, Set Builder	\$48,500	\$48,500	2024
Rsa Of Dance And Performing Arts	TX	\$347,192	Executive Director	\$48,000	\$48,000	2024
Iconoclast Artists	TX	\$363,414	Executive Director	\$60,000	\$61,772	2023
We Can Now Inc	TX	\$369,456	President	\$73,059	\$75,217	2023
Standard Of Athletics Association Inc	TX	\$372,444	Executive Dir.	\$2,600	\$2,677	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	22 organizations. Compensation range \$1,000–\$131,402; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$251,507); for reference, expenses \$169,108 and assets \$111,036.
ROLE MATCH	Shawn Zanders, reported title " <i>DIRECTOR</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 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	50 th
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	45 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 (Shawn Zanders) 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 22 similarly situated organizations (Same NTEE sector (O50) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,382 is reasonable (approximately the 50th 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.