

# Hoops 4him

Executive Director / CEO

EIN 873526439

WA · NTEE N62

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Adam Lynch, Executive Director / CEO** (\$177,122) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

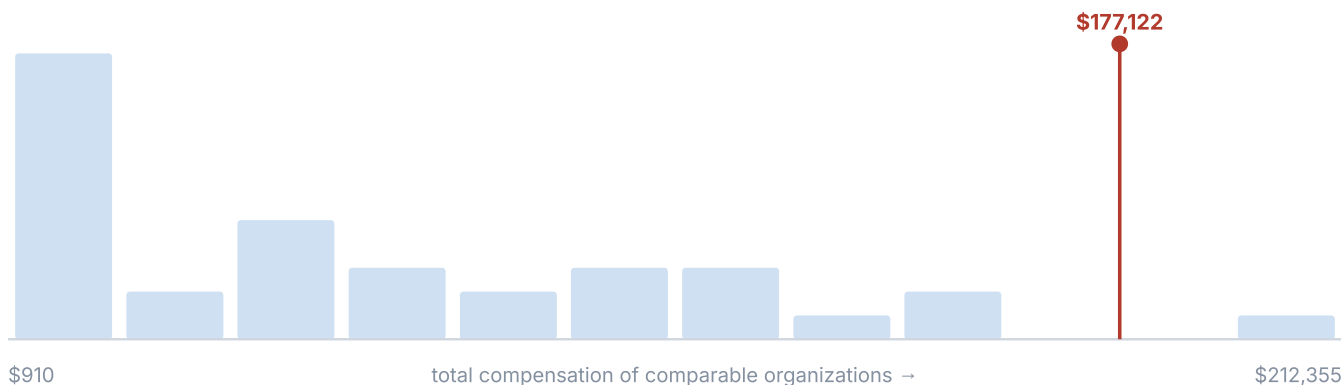
**Benchmarked executive:** Adam Lynch — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N62).
BUDGET	Total revenue between \$334,949 and \$749,886 — 0.67x to 1.50x the subject's \$499,924 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N62), nationwide + budget 0.67–1.5x revenue.

**34** organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,103	\$10,211	\$49,898	\$91,366	\$134,440	<b>\$177,122</b>
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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 WA 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="#">Ridgefield Basketball Assn Inc</a>	CT	\$498,880	President	\$11,345	<b>\$12,232</b>	2023
<a href="#">Boca Hoops Inc</a>	FL	\$496,102	Vp	\$15,000	<b>\$15,739</b>	2024
<a href="#">Proscholars Athletics</a>	NY	\$508,406	Executive Director	\$40,000	<b>\$41,564</b>	2023
<a href="#">Florida Collegiate Summer League</a>	FL	\$514,559	President	\$75,229	<b>\$81,267</b>	2023
<a href="#">Central Minn Basketball Club Inc</a>	MN	\$514,644	Director	\$1,000	<b>\$1,075</b>	2025
<a href="#">Mounds View Basketball Association</a>	MN	\$515,426	Director	\$6,100	<b>\$6,559</b>	2025
<a href="#">Agoura Youth Basketball Association</a>	CA	\$480,002	Director	\$10,400	<b>\$10,031</b>	2024
<a href="#">Classic Basketball Inc</a>	FL	\$523,163	Executive Director	\$30,300	<b>\$32,732</b>	2023
<a href="#">Sierra Nevada Basketball Inc</a>	NV	\$537,010	President	\$49,250	<b>\$53,719</b>	2025
<a href="#">Gainesville District Basketball</a>	VA	\$451,779	League Administrator	\$39,500	<b>\$41,501</b>	2025
<a href="#">24up Inc</a>	WI	\$551,833	President	\$7,500	<b>\$9,008</b>	2023
<a href="#">Virginia Basketball Academy Foundation</a>	VA	\$559,872	Executive Director	\$127,250	<b>\$141,287</b>	2023
<a href="#">Northwest Womens Intercollegiate</a>	WA	\$563,478	Chairman	\$5,310	<b>\$5,467</b>	2023
<a href="#">Atherton Bulldogs Corp</a>	CA	\$435,671	President	\$150,249	<b>\$149,192</b>	2023
<a href="#">Wisconsin Blizzard Basketball Inc</a>	WI	\$430,577	President	\$52,200	<b>\$60,891</b>	2024
<a href="#">Ignite Hoops</a>	IL	\$417,680	President & Ceo	\$107,883	<b>\$118,464</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Kentucky Cobras Inc</a>	KY	\$587,272	President	\$42,925	<b>\$53,032</b>	2023
<a href="#">New Renaissance Basketball</a>	NY	\$590,519	Executive Director	\$87,312	<b>\$90,726</b>	2023
<a href="#">Texas Tar Heels Basketball Academy Inc</a>	TX	\$395,107	President	\$52,083	<b>\$59,910</b>	2023
<a href="#">Halo Sports Inc</a>	NC	\$392,210	Director	\$83,557	<b>\$96,432</b>	2024
<a href="#">Friends Of Hoop Seattle</a>	WA	\$609,480	President Director	\$48,000	<b>\$46,763</b>	2025
<a href="#">Wake County Basketball Association</a>	NC	\$388,410	President	\$97,008	<b>\$115,263</b>	2023
<a href="#">Tennessee Heat Basketball</a>	TN	\$383,376	Secretary	\$7,675	<b>\$9,277</b>	2023
<a href="#">Torch Sports Inc</a>	CA	\$379,967	President	\$94,952	<b>\$91,579</b>	2024
<a href="#">Lakeville South Boys Basketball</a>	MN	\$378,597	Head Coach	\$7,586	<b>\$8,372</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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** 34 organizations. Compensation range \$910–\$212,355; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$499,924); for reference, expenses \$470,123 and assets \$66,708.

**ROLE MATCH** Adam Lynch, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	97 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	97 <sup>th</sup>
Reportable pay only (column D), adjusted	91 <sup>st</sup>
All sources (D + E + F), adjusted	97 <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 (Adam Lynch) 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 34 similarly situated organizations (Same NTEE sector (N62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$177,122 is reasonable (approximately the 97<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.