

Dont Shoot Guns Shoot Hoops

Executive Director / CEO

EIN 874495017

MN · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tommy Mcbrayer Jr, Executive Director / CEO** (\$84,340) against **every comparable organization** that fit the selection criteria — **504** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

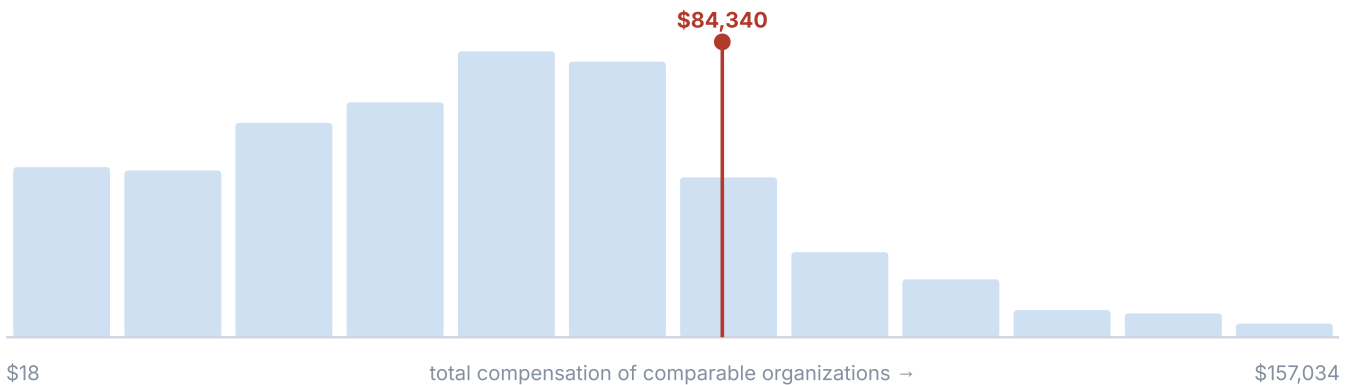
Benchmarked executive: Tommy Mcbrayer Jr — reported title "FOUNDER & CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$191,643 and \$429,052 — 0.67x to 1.50x the subject's \$286,035 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

504 organizations qualified on sector, size, and geography → **504** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,656	\$31,058	\$54,952	\$75,279	\$98,082	\$84,340
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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 MN 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
Casa Of Scott County Inc	IN	\$286,281	Executive Director	\$64,010	\$68,314	2024
Washington Student Cycling League	WA	\$286,348	Executive Director	\$95,000	\$88,620	2023
Envision Your Pathway Inc	CA	\$286,377	Executive Director	\$104,000	\$88,542	2025
Youth Activism Project	MD	\$285,671	Chief Executive Officer	\$102,246	\$96,740	2024
Omni Circle Group Inc	KS	\$286,427	Ceo	\$61,500	\$69,227	2023
100cameras	NY	\$285,412	Ceo	\$28,793	\$26,331	2024
The Children's Playhouse Inc	NC	\$285,287	Executive Director	\$66,118	\$67,357	2025
Seattle Cares Circle Of The National Cares Mentoring Movement	WA	\$286,955	Executive Director	\$88,833	\$82,867	2023
Family Youth Community Connections	MN	\$287,075	Director	\$101,851	\$99,226	2025
Happystars Youth Program Inc	FL	\$287,279	President	\$50,385	\$47,902	2024
Connections 4 Kids	CO	\$284,091	Executive Director	\$91,629	\$86,626	2025
Parks Community Support Services Inc	LA	\$283,953	Director	\$40,800	\$46,810	2023
Aster Study Center Inc	CA	\$288,192	Board Member	\$8,000	\$7,197	2023
Renegade Girls	CA	\$288,333	Co Director	\$101,000	\$90,870	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
School Of Unity And Liberation	CA	\$283,558	Executive Dir.	\$76,013	\$68,389	2023
Badger Association For Athletic Develop	CA	\$283,416	President & Ceo	\$45,500	\$39,762	2024
Seeds In The Middle Inc	NY	\$283,237	Director	\$144,000	\$131,688	2024
Essex Chips Inc	VT	\$282,988	Executive Director	\$77,461	\$78,904	2024
Minds Matter Of Seattle Inc	WA	\$289,212	Executive Dir.	\$94,765	\$85,864	2024
Empowering The Ages Inc	MD	\$289,362	Executive Director	\$95,484	\$90,343	2024
Urbanpromise Arkansas Inc	AR	\$282,639	Executive Director	\$45,835	\$53,681	2023
Sacred Rok	CA	\$289,602	Executive Dir.	\$43,000	\$38,687	2023
Joshuas Camp Corporation	WI	\$282,047	Camp Director	\$45,500	\$48,090	2024
Navigate The Maze To Achievement Inc	NY	\$290,357	Director	\$55,000	\$50,297	2024
Funding The Future	WY	\$290,693	Executive Director	\$68,640	\$76,582	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 **504** organizations. Compensation range \$18–\$157,034; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$286,035); for reference, expenses \$285,002 and assets \$14,635.
ROLE MATCH	Tommy Mcbrayer Jr, reported title " <i>FOUNDER & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	83 rd
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	82 nd

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 (Tommy Mcbrayer Jr) 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 504 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,340 is reasonable (approximately the 83rd 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.