

Caddies For Kids

Executive Director / CEO

This analysis benchmarks the total compensation of **Shelby Tomaso, Executive Director / CEO** (\$51,240) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

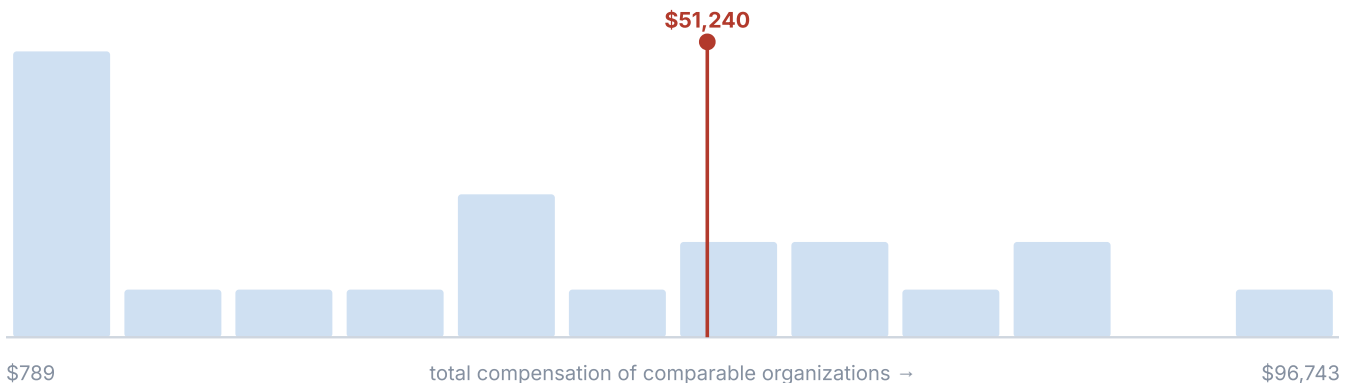
Benchmarked executive: Shelby Tomaso — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N6A).
BUDGET	Total revenue between \$140,137 and \$313,740 — 0.67x to 1.50x the subject's \$209,160 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N6A), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$993	\$8,360	\$37,564	\$57,678	\$74,530	\$51,240
-------	---------	----------	----------	----------	----------



● 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
Michigan Seniors Golf Association	MI	\$210,377	Executive Director	\$52,500	\$54,172	2024
Aspen Junior Golf Foundation Inc	CO	\$202,585	Executive Dir	\$53,442	\$51,228	2024
Monterey Peninsula Junior Golf	CA	\$220,634	Executive Director	\$17,395	\$15,016	2024
Mississippi Seniors Golf Association	LA	\$220,785	President	\$800	\$881	2024
North East Florida Senior Golf Association Inc	FL	\$222,750	President	\$840	\$789	2024
Lcc Recreation Association Inc	VA	\$193,905	General Manage	\$28,000	\$26,330	2025
Sweetwater Country Club Inc	ND	\$230,540	President	\$7,620	\$8,360	2024
Southwest Seniors Golf Association	AZ	\$172,196	President (Fall 2022 To Present)	\$6,500	\$6,434	2023
William Flynn Foundation	PA	\$248,820	President	\$37,680	\$37,564	2024
Scott Robertson Memorial Junior Golf	VA	\$256,195	Executive Director	\$70,168	\$69,730	2023
Indian River Golf Foundation Inc	FL	\$259,120	President	\$46,000	\$43,200	2024
Haskins Foundation Inc	GA	\$261,222	Executive Director	\$96,245	\$96,743	2024
Inland Northwest Golf Foundation	WA	\$156,364	Executive Administrator	\$85,000	\$78,325	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bluegrass Golf Foundation Inc	KY	\$268,992	Executive Director	\$55,849	\$61,756	2023
Youth Golf Of Howard County Inc	MD	\$272,092	Executive Director	\$4,000	\$3,738	2024
San Joaquin Junior Golf Foundation	CA	\$274,698	Executive Director	\$37,500	\$33,328	2023
Gregory Golf And Recreation	SD	\$143,615	Treasurer	\$900	\$993	2024
Usa Golf Federation Inc	FL	\$275,000	Executive Director	\$40,083	\$38,755	2023
Kids Golf Foundation Of Illinois	IL	\$296,524	Fund Manager	\$73,658	\$74,530	2023
The Touchstone Golf Foundation	CA	\$297,465	Treasurer/executive Direct	\$20,587	\$17,771	2024
East Bay Golf Foundation	CA	\$298,522	Executive Director	\$64,899	\$57,678	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	21 organizations. Compensation range \$789–\$96,743; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$209,160); for reference, expenses \$162,026 and assets \$148,950.
ROLE MATCH	Shelby Tomaso, reported title " <i>PRESIDENT</i> ", 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	67 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	67 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 (Shelby Tomaso) 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 21 similarly situated organizations (Same NTEE sector (N6A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,240 is reasonable (approximately the 67th 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.