

# Fairbanks Tennis Association

Executive Director / CEO

EIN 920155602  
 AK · NTEE O50  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Sabine Siekmann, Executive Director / CEO** (\$2,150) against **every comparable organization** that fit the selection criteria — **122** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 4<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Sabine Siekmann — reported title “VICE PRESIDENT, TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

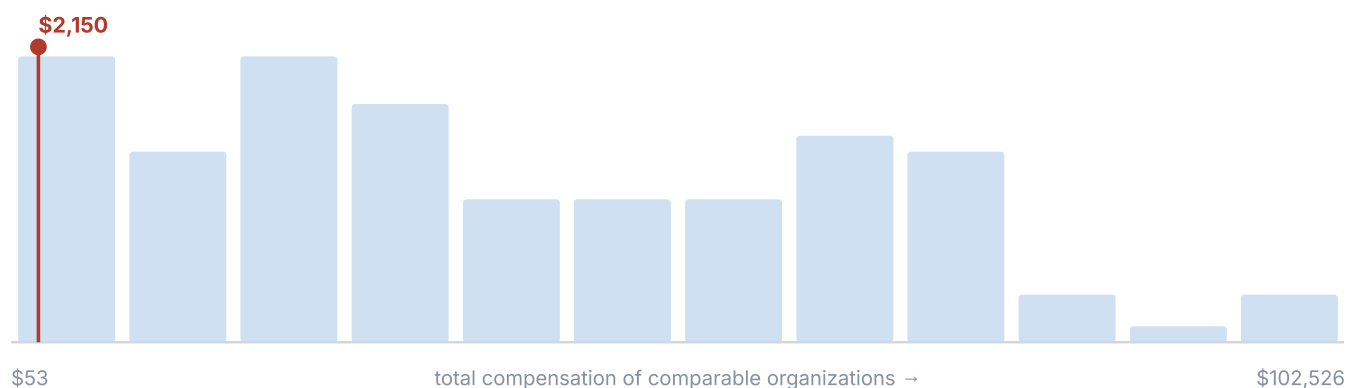
**SECTOR** Organizations sharing the subject's NTEE classification (O50).

**BUDGET** Total revenue between \$83,443 and \$186,814 — 0.67x to 1.50x the subject's \$124,543 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**122** organizations qualified on sector, size, and geography → **122** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,317

\$17,507

\$33,126

\$61,476

\$72,977

\$2,150



## ● 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 AK 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="#">Harbor Hoops Ltd</a>	NY	\$124,275	President	\$20,000	<b>\$18,361</b>	2024
<a href="#">The Third Story Inc</a>	CO	\$125,746	President	\$70,391	<b>\$70,599</b>	2023
<a href="#">Sunago Inc</a>	AZ	\$123,313	Secretary/ Manager	\$30,000	<b>\$29,312</b>	2024
<a href="#">Arizona Kids Think Too</a>	AZ	\$122,515	Executive Dir.	\$83,016	<b>\$81,113</b>	2024
<a href="#">Daytona Beach Sports Club Inc</a>	FL	\$127,128	President	\$1,000	<b>\$954</b>	2024
<a href="#">Alliance Of Elite Youth Leadership</a>	TX	\$128,237	Excecutive D	\$68,309	<b>\$69,421</b>	2024
<a href="#">Makaha Cultural Learning Center</a>	HI	\$128,555	President	\$21,008	<b>\$19,673</b>	2023
<a href="#">Rip City Foundation</a>	MI	\$129,792	Secy Treas.	\$20,800	<b>\$21,812</b>	2024
<a href="#">Color Outside The Lines</a>	OR	\$130,243	Executive Director	\$45,000	<b>\$43,711</b>	2023
<a href="#">The Joey Arrietta Foundation</a>	OH	\$130,731	President/di	\$55,240	<b>\$61,197</b>	2023
<a href="#">Project Impact South Bend Inc</a>	IN	\$130,858	Director	\$9,600	<b>\$10,286</b>	2024
<a href="#">Girls On The Run Of Northeast Tn Inc</a>	TN	\$117,344	Executive Director	\$27,500	<b>\$29,368</b>	2024
<a href="#">Nw Youth Power Early Learning</a>	GA	\$116,990	Employee	\$37,800	<b>\$38,614</b>	2024
<a href="#">All4love</a>	MD	\$132,116	Executive Director	\$33,908	<b>\$33,158</b>	2023
<a href="#">Lost Coast Camp</a>	CA	\$115,989	Executive Director	\$1,000	<b>\$903</b>	2023
<a href="#">Knights Of Heroes Foundation</a>	CO	\$115,578	Fundraising Director	\$11,500	<b>\$11,203</b>	2024
<a href="#">Academic Link Outreach Nfp</a>	WA	\$134,482	Vice President	\$52,002	<b>\$48,698</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Fishermen Group Inc</a>	GA	\$113,372	Ceo	\$50	<b>\$53</b>	2023
<a href="#">Fddoc Winners' Circle Inc</a>	LA	\$112,714	Project Dire	\$7,600	<b>\$8,753</b>	2023
<a href="#">Boxwood Learning Center Inc</a>	NJ	\$136,522	Ceo	\$2,544	<b>\$2,376</b>	2023
<a href="#">Providence Road Outreach Mission</a>	LA	\$112,148	Program Director	\$53,444	<b>\$59,789</b>	2024
<a href="#">The Annual Hawaii Convention Inc</a>	HI	\$137,287	Secretary	\$4,500	<b>\$4,214</b>	2023
<a href="#">Yo Art Inc</a>	SC	\$111,567	Executive Director	\$31,875	<b>\$34,782</b>	2023
<a href="#">Student Angler Tournament Trail</a>	MN	\$138,036	President & Treasurer	\$4,000	<b>\$4,134</b>	2023
<a href="#">The Parent Help Center Inc</a>	FL	\$110,838	Ceo	\$65,000	<b>\$62,037</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK 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 AK 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	122 organizations. Compensation range \$53–\$102,526; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$124,543); for reference, expenses \$85,707 and assets \$617,404.
ROLE MATCH	Sabine Siekmann, reported title " <i>VICE PRESIDENT, TREASURER</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	4 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	4 <sup>th</sup>
Reportable pay only (column D), adjusted	7 <sup>th</sup>
All sources (D + E + F), adjusted	4 <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 (Sabine Siekmann) 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 122 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,150 is reasonable (approximately the 4<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.