

North Shore Volleyball Club

Executive Director / CEO

EIN 200350698

OH · NTEE N70

FY ending 2023-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Grace Hutchinson, Executive Director / CEO** (\$4,000) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Grace Hutchinson — reported title "DIRECTOR/TRU", 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 (N70).

BUDGET Total revenue between \$138,050 and \$309,067 — 0.67x to 1.50x the subject's \$206,045 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N70), nationwide + budget 0.67–1.5x revenue.

50 organizations qualified on sector, size, and geography → **50** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,244	\$6,851	\$18,283	\$30,056	\$45,158	\$4,000
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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 OH 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
Wyoming State Usbc	WY	\$206,340	Association Manager	\$5,000	\$4,783	2025
Charleston West Virginia Sports Council Inc	WV	\$204,439	Director	\$18,633	\$18,501	2024
Berks County Interscholastic Athletic	PA	\$207,743	Executive Director	\$8,000	\$7,532	2023
North Carolina State	NC	\$202,153	President	\$1,833	\$1,736	2024
North Carolina Organizing Committee	NC	\$210,160	Chairman	\$160,000	\$151,611	2024
Reno Tahoe Winter Games Coalition Inc	NV	\$201,869	Chief Executive Officer	\$47,677	\$43,826	2024
Arkansas State Usbc	AR	\$217,288	Association Manager	\$4,266	\$4,398	2024
Gainesville Area Rowing Inc	FL	\$218,043	Executive Dir.	\$34,338	\$28,820	2025
American International Polo Foundation	FL	\$220,116	(To 1/27), Treas/pres (From 1/27)	\$2,535	\$2,248	2023
Eurocrossacademy Inc	MT	\$221,606	Chief Director	\$30,000	\$28,892	2025
Fort Wayne Metro Usbc Inc	IN	\$190,297	Former Ass.	\$20,817	\$20,132	2024
692 Beach Volleyball Club	CA	\$224,195	Director/officer	\$38,000	\$30,092	2024
Empire Volleyball	ND	\$225,253	Director	\$7,041	\$6,904	2025
Usa Softball Of Central California	CA	\$225,563	Secretary	\$35,750	\$29,146	2023
Long Beach Rowing Association	CA	\$226,871	Boathouse Manager	\$22,811	\$18,064	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bam Swim Team	CO	\$228,314	Head Coach/m	\$5,871	\$5,163	2024
C T Barrel Racing Inc	TX	\$228,671	Director	\$2,525	\$2,317	2024
Southern Colorado Ice Hockey Referee Association	CO	\$230,137	Board Of Directors Treasurer	\$7,977	\$6,833	2025
Bike Walk Tennessee	TN	\$181,443	Executive Di	\$35,332	\$34,058	2024
Midwestern-united States Swimming	NE	\$180,941	Secretary - Non Voting	\$28,035	\$27,653	2024
Elizabethtown Volleyball Academy Inc	KY	\$238,019	Club Director	\$21,520	\$20,657	2025
Houston Golf Association Inc	TX	\$171,707	President & Ceo	\$329,641	\$311,328	2023
South Sound United Bowling Congress	WA	\$242,193	Association Manager	\$37,440	\$29,947	2025
Midwest Womens Tournament Inc	IN	\$245,684	Secretary	\$200	\$188	2025
Oregon Bicycle Racing Association	OR	\$246,507	Executive Director	\$40,000	\$34,065	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 **50** organizations. Compensation range \$188–\$311,328; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$206,045); for reference, expenses \$199,431 and assets \$17,474.

ROLE MATCH	Grace Hutchinson, reported title " <i>DIRECTOR/TRU</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	2 peers 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	16 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	16 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 (Grace Hutchinson) 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 50 similarly situated organizations (Same NTEE sector (N70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,000 is reasonable (approximately the 16th 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.