

Southern California Intercollegiate

Executive Director / CEO

EIN 202043931
 CA · NTEE N70
 FY ending 2023-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Jennifer Jane Dubow, Executive Director / CEO** (\$123,768) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

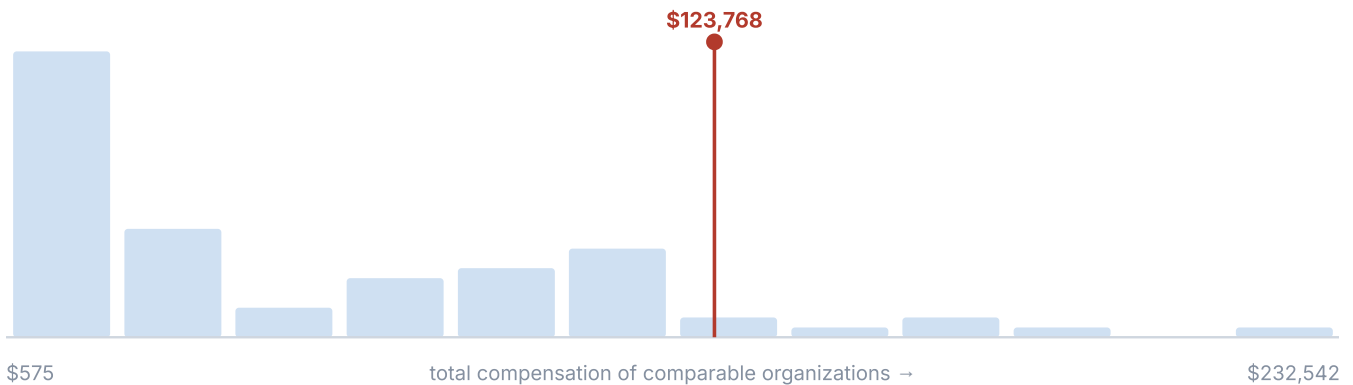
Benchmarked executive: Jennifer Jane Dubow — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N70).
BUDGET	Total revenue between \$329,548 and \$737,796 — 0.67x to 1.50x the subject's \$491,864 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N70), nationwide + budget 0.67–1.5x revenue.

72 organizations qualified on sector, size, and geography → **72** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,302	\$11,465	\$31,492	\$94,477	\$115,554	\$123,768
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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 CA 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
Heartland Collegiate Athletic Conference	IN	\$491,206	Commissioner	\$122,587	\$149,710	2023
Chicagoland Usbc Association	IL	\$490,587	Association Mgr	\$63,672	\$70,412	2024
Tahoe Junior Freeride Series	CA	\$495,865	Executive Dir.	\$66,985	\$66,985	2023
Aevolo Cycling Inc	NY	\$485,349	Team Manager	\$65,000	\$76,479	2021
United States Bowling Congress Inc	MO	\$482,219	President	\$1,647	\$1,963	2024
Ohio Regional Training Center	OH	\$502,522	Executive Di	\$138,436	\$169,803	2023
Booger Fund	WA	\$479,741	Executive Director	\$100,000	\$103,683	2023
New York State Usbc Inc	NY	\$506,470	President	\$6,500	\$6,607	2024
Grass Hoppers Sports Inc	WI	\$474,250	President	\$20,000	\$24,189	2023
Metro Area Tournament Committee	ND	\$530,654	Secretary/treasurer	\$9,755	\$11,731	2025
Indiana State Usbc Association Inc	MI	\$446,266	President	\$1,899	\$2,148	2025
Treasure Island Sailing Center	CA	\$538,128	Executive Dir.	\$102,192	\$99,260	2024
Michigan Sports Alliance	MI	\$441,332	Executive Director	\$4,835	\$5,779	2023
Center For Movement Challenges Inc	GA	\$439,166	Secretary	\$40,000	\$45,240	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Next Revolution Volleyball Corp	VA	\$544,661	President/co Director	\$17,923	\$19,466	2024
Denver Kickers Sports Club Inc	CO	\$545,210	President	\$2,075	\$2,238	2024
Force Sports Club Inc	CA	\$546,031	Ceo	\$78,000	\$78,000	2023
Usa Swimming Inc	GA	\$435,384	Former Key Employee	\$27,500	\$31,103	2024
The Central Virginia Soccer Association	VA	\$549,880	Field Maintenance Supervis	\$3,510	\$3,812	2024
The Greater Los Angeles Softball	CA	\$433,216	Treasurer	\$592	\$575	2024
Osseo-maple Grove Athletic Association	MN	\$552,642	It Director	\$3,000	\$3,335	2024
Mat-su Baseball Inc	AK	\$431,016	General Manager	\$117,109	\$125,940	2024
Nebraska Usbc Association	NE	\$430,190	Women's Tour	\$17,000	\$20,567	2024
New York Track & Field Inc	NY	\$429,762	First Vice President	\$1,942	\$1,974	2024
Virginia State Usbc Inc	VA	\$554,807	Association Manager/director	\$10,800	\$11,730	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 72 organizations. Compensation range \$575–\$232,542; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$491,864); for reference, expenses \$503,813 and assets \$208,537.
ROLE MATCH	Jennifer Jane Dubow, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	90 th
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	86 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 (Jennifer Jane Dubow) 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 10, 2026, comparing compensation against 72 similarly situated organizations (Same NTEE sector (N70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$123,768 is reasonable (approximately the 90th 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 10, 2026.