

COMPENSATION COMPARABILITY DETERMINATION

Asheville-biltmore Volleyball Academy And Youth Athletic Associa

Executive Director / CEO

EIN 261216102
 NC · NTEE N60
 FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Peterson, Executive Director / CEO** (\$26,069) against **every comparable organization** that fit the selection criteria — **127** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

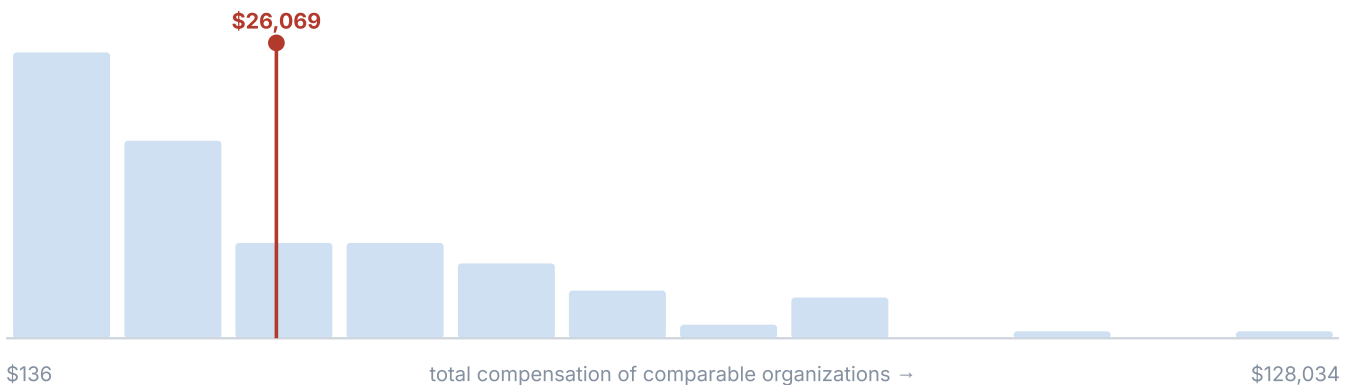
Benchmarked executive: Jennifer Peterson — reported title “President/Exec Dir”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

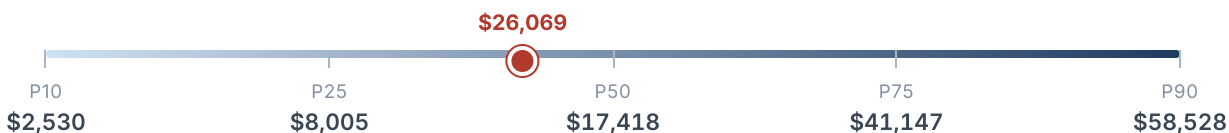
SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between \$135,867 and \$304,182 — 0.67x to 1.50x the subject's \$202,788 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

127 organizations qualified on sector, size, and geography → **127** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,530 10TH	\$8,005 25TH	\$17,418 MEDIAN	\$41,147 75TH	\$58,528 90TH	\$26,069 THIS ORG · 62ND
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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 NC 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
Raise The Bar Initiative	IA	\$204,240	President	\$17,800	\$18,376	2025
College Park Tumbleweeds Gymnastics Inc	GA	\$204,336	President & Ceo	\$5,000	\$4,866	2024
Sport Disciple	MD	\$204,529	Director/president	\$43,000	\$38,907	2024
Club South Volleyball	WA	\$205,237	Director	\$16,216	\$14,051	2024
Ballard Football Club Foundation	WA	\$206,398	Director	\$13,628	\$11,808	2024
Girls On The Run Of Eastern Iowa	IA	\$207,166	Executive Dir.	\$54,282	\$56,039	2025
West Berkeley Foundation For Community	CA	\$198,352	Executive Director	\$26,747	\$22,353	2024
South Bend Cubs Foundation Inc	IN	\$207,459	Exec Director	\$5,500	\$5,779	2023
Youth Life Skills Fore Greater El Paso	TX	\$197,990	Executive Director	\$42,319	\$42,179	2023
Ohio Association Of Track	OH	\$207,802	President	\$500	\$513	2024
Mountain Monsters Volleyball Club	WV	\$208,074	Co-director	\$18,050	\$18,914	2024
Allegro Dancers Inc	CA	\$196,849	Assistant Treasurer	\$3,017	\$2,596	2023
Leech Lake Area Amateur Hockey	MN	\$208,816	Board Membergambling Manager	\$21,087	\$20,166	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Edina Lacrosse Association	MN	\$196,464	Director Of Girls Coach &	\$4,240	\$4,055	2024
Southside Swarm Volleyball Club Inc	MO	\$196,383	Director	\$49,500	\$50,740	2024
Huns Rfc	TX	\$194,811	Director Or	\$4,000	\$3,872	2024
Ivy League Youth Sports Academy	NE	\$210,787	Ceo	\$123,000	\$128,034	2024
Spiketown Inc	OH	\$211,284	President	\$7,926	\$8,125	2024
Acceleration Volleyball	MN	\$211,763	President	\$8,078	\$7,954	2023
Faribault Hockey Association	MN	\$212,068	Gambling Man	\$9,035	\$8,896	2023
Harvard Athletic Association Inc	MA	\$212,409	Former Treas	\$1,762	\$1,578	2023
Bemidji Wrestling Club	MN	\$212,928	Gambling Man	\$22,500	\$20,962	2025
Glenwood Springs Youth	CO	\$191,450	Director	\$29,307	\$27,197	2024
Encinitas Mustang Lacrosse Inc	CA	\$191,412	Director, President	\$5,000	\$4,071	2025
Pro Vision Foundation	WA	\$191,046	Executive Di	\$46,250	\$40,075	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 **127** organizations. Compensation range \$136–\$128,034; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$202,788); for reference, expenses \$203,772 and assets \$35,764.
ROLE MATCH	Jennifer Peterson, reported title " <i>President/Exec Dir</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	2 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	62 nd
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	62 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 (Jennifer Peterson) 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 127 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,069 is reasonable (approximately the 62nd 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.