

North Carolina Elite Volleyball Clu

Executive Director / CEO

EIN **261373589**
 NC · NTEE N60
 FY ending 2024-07-31
June 9, 2026

This analysis benchmarks the total compensation of **Gary DeJames, Executive Director / CEO** (\$19,498) against **every comparable organization** that fit the selection criteria — **182** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

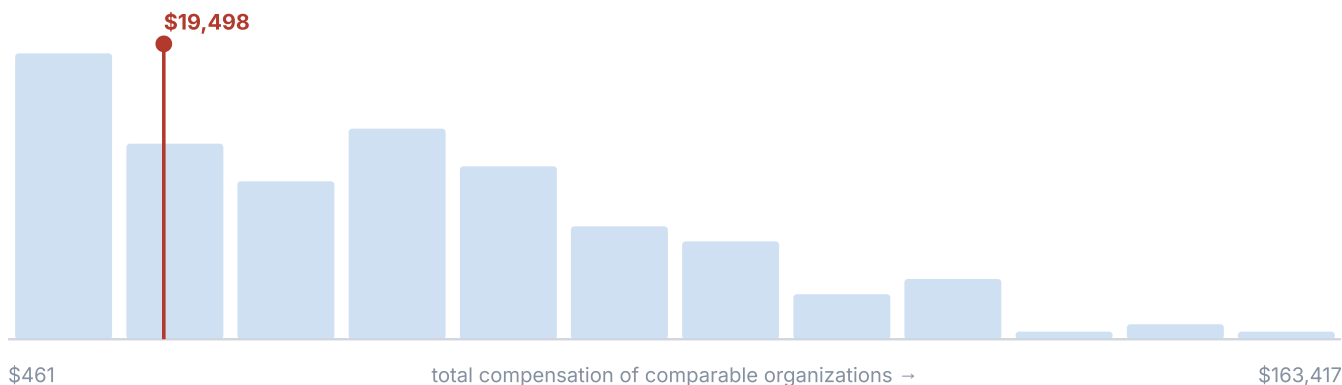
Benchmarked executive: Gary DeJames — reported title "DIRECTOR/PRE", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between \$296,755 and \$664,378 — 0.67x to 1.50x the subject's \$442,919 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

182 organizations qualified on sector, size, and geography → **182** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,319	\$17,857	\$44,539	\$70,719	\$92,323	\$19,498
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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
La Storm Youth Sports	CA	\$442,600	President	\$60,000	\$50,142	2024
Memphis Youth Athletics Inc	TN	\$443,471	Executive Di	\$80,882	\$82,281	2024
Sodak Junior Volleyball Inc	SD	\$447,458	Club Director - President	\$36,561	\$38,045	2025
Spartanburg United Soccer Academy	SC	\$448,204	Director	\$60,000	\$60,579	2024
Girls On The Run Of The Grand Valley	CO	\$437,460	Executive Director	\$55,000	\$49,725	2025
Wyoming Amateur Hockey Association	WY	\$437,389	Treasurer	\$6,500	\$6,736	2024
Fairmont Youth Hockey Association	MN	\$437,103	Treasurer	\$1,500	\$1,397	2025
Top Flight Elite	CA	\$435,214	Ceo	\$33,000	\$27,578	2024
Jet Volleyball Club	TX	\$433,950	Executive Director	\$19,896	\$19,261	2024
We Are Volleyball Elite	CA	\$453,711	President	\$136,669	\$114,215	2024
Norcalathletics	CA	\$432,060	President	\$8,741	\$7,305	2024
Norge Ski Club	IL	\$431,543	President	\$76,000	\$72,311	2024
Live Red Foundation	VA	\$431,244	Executive Director	\$58,846	\$54,989	2024
Emerald Coast Volleyball Club	FL	\$429,869	President	\$81,250	\$73,871	2024
Winterland Ice Hockey Inc	MO	\$429,496	President	\$45,000	\$46,127	2024
Catalyst Volleyball Inc	TX	\$457,259	Director	\$79,200	\$74,698	2025
City Lax Inc	NY	\$427,181	President	\$100,000	\$87,454	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Off The Ropes	CO	\$458,966	Director	\$104,532	\$99,872	2023
Bloomington Athletic Association	MN	\$459,103	Admin	\$44,108	\$43,427	2023
Jacobs Chance Inc	VA	\$459,857	Executive Director	\$72,018	\$67,298	2024
Fort Smith Juniors Volleyball Club	AR	\$425,202	Tournament Coordinator	\$5,825	\$6,174	2025
Amateur Athletic Union Of The United States Inc	CA	\$422,422	Chairman & Director Of Coaching	\$51,342	\$42,907	2024
Wspa Inc	WI	\$422,204	President	\$4,600	\$4,529	2025
Spike Frog Volleyball	TX	\$464,402	President	\$60,000	\$58,086	2024
Gorilla Wrestling Club Inc	ND	\$420,116	President	\$25,000	\$26,552	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 182 organizations. Compensation range \$461–\$163,417; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$442,919); for reference, expenses \$386,882 and assets \$573,805.

ROLE MATCH Gary DeJames, reported title "*DIRECTOR/PRE*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 3 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	26 th
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	25 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 (Gary DeJames) 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 182 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,498 is reasonable (approximately the 26th 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.