

Loveland Volleyball Inc

Executive Director / CEO

EIN 273545381

CO · NTEE N60

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Holly Petitt, Executive Director / CEO** (\$4,000) against **every comparable organization** that fit the selection criteria — **150** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

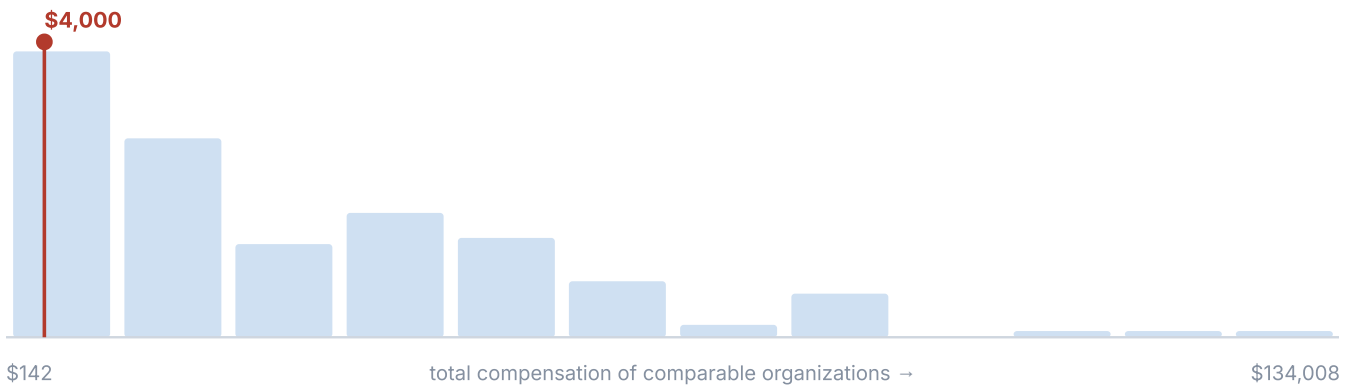
Benchmarked executive: Holly Petitt — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between \$152,494 and \$341,406 — 0.67x to 1.50x the subject's \$227,604 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

150 organizations qualified on sector, size, and geography → **150** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,544	\$8,564	\$21,067	\$44,117	\$62,278	\$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 CO 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
Rallycap Sports Inc	NJ	\$227,603	Executive Director	\$93,381	\$84,455	2024
New York Bicycling Coalition Inc	NY	\$227,130	Executive Director	\$39,726	\$36,363	2024
Texas 512 Volleyball Club	TX	\$226,876	President	\$62,000	\$64,679	2023
Lax Devils Lacrosse Club Inc	AZ	\$225,623	Defensive Coordinator	\$12,000	\$12,529	2022
Orange County Sports Alliance	CA	\$230,882	President	\$11,555	\$10,107	2024
Bronxville Youth Lacrosse Association Inc	NY	\$231,037	Director	\$8,000	\$7,322	2024
Baltimore Sports Academy Inc	MD	\$223,998	Executive Dir.	\$86,676	\$82,084	2024
Owatonna Gymnastic Club Inc	MN	\$231,276	Executive Director	\$68,433	\$66,730	2025
Syracuse Chargers Rowing Club Inc	NY	\$231,889	Executive Director	\$17,432	\$15,956	2024
Red Rock Heat Volleyball Club	UT	\$231,933	Director/pre	\$14,547	\$14,692	2025
Metro Fha	VA	\$223,026	Assignor	\$13,773	\$13,471	2024
Girls On The Run Of Northwest Ohio	OH	\$232,623	Executive Director	\$76,758	\$82,353	2024
Westbrook Seals	ME	\$232,818	Head Coach	\$58,938	\$58,241	2025
Western Maryland Lacrosse Officials Association Inc	MD	\$221,638	President	\$150	\$142	2024
Responsible Athletes Program	CA	\$221,565	Director	\$41,484	\$36,286	2024
Gowags Teams Inc	PA	\$220,662	Vice President	\$2,520	\$2,546	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sons Of Thunder Academy	CO	\$219,944	Club Manager	\$46,042	\$46,042	2023
Littleton Youth Sports	CO	\$235,485	President	\$28,008	\$27,204	2024
Bison Wrestling Club	ND	\$219,622	Head Coach	\$15,609	\$17,864	2023
Arrows Athletics Inc	FL	\$237,150	President	\$19,462	\$18,520	2024
Hermantown Youth Soccer Assn Inc	MN	\$218,038	Board/gambli	\$24,358	\$24,380	2024
Dive Lab	CA	\$237,642	Director And Cfo	\$5,775	\$5,051	2024
Northeast United Soccer Club	MN	\$237,766	Executive Director	\$1,000	\$1,001	2024
Johnston Volleyball Club Inc	IA	\$238,107	Director	\$13,160	\$14,220	2025
Idaho Youth Sports Commission Inc	ID	\$217,026	Executive Dir.	\$40,000	\$43,103	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	150 organizations. Compensation range \$142–\$134,008; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$227,604); for reference, expenses \$232,617 and assets \$166,664.
ROLE MATCH	Holly Petitt, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	12 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	12 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 (Holly Petitt) 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 13, 2026, comparing compensation against 150 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,000 is reasonable (approximately the 12th 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 13, 2026.