

Firehawks Lacrosse Club

Executive Director / CEO

EIN 274833878

CA · NTEE N66

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Mark Ditargiani, Executive Director / CEO** (\$27,308) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

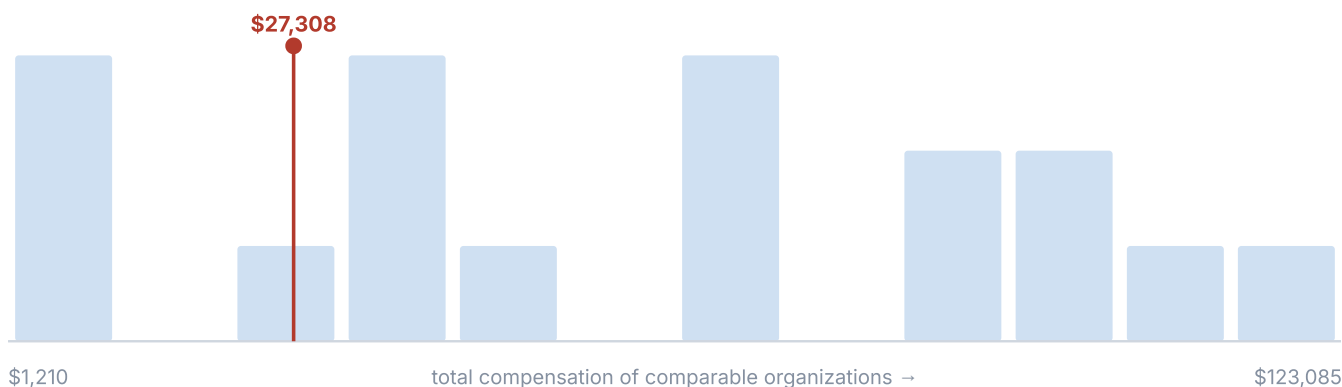
Benchmarked executive: Mark Ditargiani — reported title “FORMER EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N66).
BUDGET	Total revenue between \$145,616 and \$326,007 — 0.67x to 1.50x the subject's \$217,338 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N66), nationwide + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,473	\$27,308	\$31,840	\$68,615	\$88,471	\$104,168	\$123,085
---------	----------	----------	----------	----------	-----------	-----------



■ 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
Rochester Community Squash Inc	NY	\$215,860	Executive Director	\$111,300	\$123,085	2023
Dna Tennis Foundation Of Central Texas	TX	\$221,978	President	\$1,246	\$1,482	2024
Sandhills Sandsharks Inc	NC	\$211,539	Head Coach	\$55,995	\$70,808	2023
Urban Squash Twin Cities	MN	\$227,290	Executive Director	\$86,488	\$101,587	2024
South Atlanta Community Tennis	GA	\$237,219	Ceo/executive Director	\$25,875	\$31,840	2023
Greater Pottstown Tennis & Learning	PA	\$196,238	Exec Directo	\$73,980	\$87,697	2024
Greensboro Tennis Organization Inc	NC	\$245,741	Ex. Dir., League Coord.	\$82,046	\$100,774	2024
Kids On The Ball Inc	VT	\$248,626	Chairman	\$55,702	\$68,615	2023
Junior Tennis Foundation Inc	NY	\$249,993	Executive Director & Ceo	\$80,000	\$88,471	2023
Mahtomedi Youth Lacrosse Association	MN	\$179,245	Boys Varsity Coach	\$1,000	\$1,210	2023
Montgomery County Tennis Association	MD	\$178,958	Executive Director	\$32,083	\$35,655	2024
River Cities Tennis Association	IA	\$165,648	Executive Di	\$25,884	\$33,690	2024
Washington Inner City Lacrosse	DC	\$271,843	Executive Director	\$100,600	\$108,039	2023
Bucks County Tennis Association	PA	\$151,911	President Also Pr And Registration	\$20,000	\$24,409	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Northern Ca Junior Lacrosse Association	CA	\$288,145	Secretary	\$6,300	\$6,467	2024
Five Star Volleyball Club Inc	CO	\$296,416	President	\$42,140	\$49,452	2023
Aspen Lacrosse Club	CO	\$314,979	President	\$61,000	\$69,530	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 2025 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	17 organizations. Compensation range \$1,210–\$123,085; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$217,338); for reference, expenses \$253,146 and assets \$67,494.
ROLE MATCH	Mark Ditargiani, reported title " <i>FORMER EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	24 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	24 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 (Mark Ditargiani) 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 17 similarly situated organizations (Same NTEE sector (N66), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,308 is reasonable (approximately the 24th 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.