

Ohio Interscholastic Athletic

Executive Director / CEO

EIN 310897938
 OH · NTEE N03
 FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Glen Gillespie, Executive Director / CEO** (\$34,500) against **every comparable organization** that fit the selection criteria — **1341** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

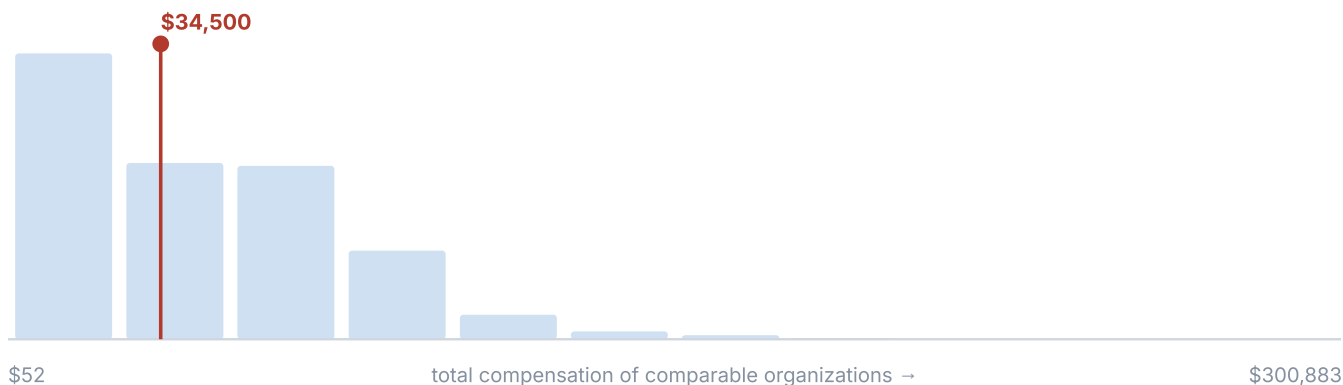
Benchmarked executive: Glen Gillespie — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N03).
BUDGET	Total revenue between \$259,274 and \$580,465 — 0.67x to 1.50x the subject's \$386,977 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

1,341 organizations qualified on sector, size, and geography → **1,341** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,418	\$13,218	\$38,044	\$64,705	\$86,484	\$34,500
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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 OH 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
East Select Soccer Inc	MN	\$386,845	Executive Di	\$38,288	\$35,720	2024
Abis - Advancement Of Blacks In Sports	NY	\$387,237	Executive Dir.	\$32,500	\$28,547	2023
Buffalo Turners Inc	NY	\$386,668	Finan.secretary	\$41,752	\$36,673	2023
Morton Golf Foundation	CA	\$387,297	Executive Director	\$25,966	\$21,795	2023
Cm Baseball League	AZ	\$386,571	President	\$79,500	\$72,187	2024
West Valley Drive Basketball	CA	\$387,446	Director	\$144,360	\$117,693	2024
Grassland Athletic Association Inc	TN	\$386,501	Program Dire	\$75,050	\$74,482	2024
Altoona Soccer Club	IA	\$387,489	Field Operation	\$4,514	\$4,667	2024
United Sports Soccer Club	WA	\$386,368	President	\$94,800	\$80,135	2024
Jacksonville-onslow Sports Commission	NC	\$387,711	Executive Director	\$98,600	\$93,710	2025
Bedford-eules Soccer Association	TX	\$386,038	Director Of Officials	\$15,070	\$13,866	2025
Meade County Fair Inc	KY	\$386,029	Co Sec./trea	\$4,500	\$4,565	2024
Solano Aquatic Sea Otters	CA	\$386,023	Coach	\$79,800	\$65,059	2024
Tonka Football Association Of Minnesota	MN	\$385,984	Director	\$41,007	\$39,386	2023
Long Beach Shore Aquatics Inc	CA	\$385,894	President	\$35,650	\$29,065	2024
Burlington Football Club	VT	\$385,712	Executive Director	\$27,536	\$26,168	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cdm Aquatics Federation	CA	\$388,281	President	\$30,150	\$25,307	2023
Pedals For Progress	NJ	\$388,344	President	\$51,500	\$43,413	2024
Finger Lakes Trail Conference Inc	NY	\$388,351	Executive Director	\$48,333	\$41,236	2024
Murray Max Soccer Inc	UT	\$385,563	President	\$1,200	\$1,160	2024
Wake County Basketball Association	NC	\$388,410	President	\$97,008	\$97,432	2023
Cityswing Foundation Inc	DC	\$385,469	Chief Programs And Ops Officer	\$100,832	\$83,541	2024
Suburban Girls Softball	OH	\$385,447	Vice President Treasurer	\$1,500	\$1,500	2024
San Jose Parks Foundation	CA	\$388,539	Executive Dir.	\$80,000	\$65,222	2024
Eastern Massachusetts Hockey Inc	MA	\$388,653	General Manager	\$15,550	\$13,582	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	1341 organizations. Compensation range \$52–\$300,883; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$386,977); for reference, expenses \$404,586 and assets \$155,157.
ROLE MATCH	Glen Gillespie, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 15 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	45 th
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	44 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 (Glen Gillespie) 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 1341 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,500 is reasonable (approximately the 45th 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.