

Cincinnati Ultimate Players

Executive Director / CEO

EIN 311654633

OH · NTEE N60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Elizabeth Anderson, Executive Director / CEO** (\$60,000) 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 **68th** percentile of comparable organizations within the typical range

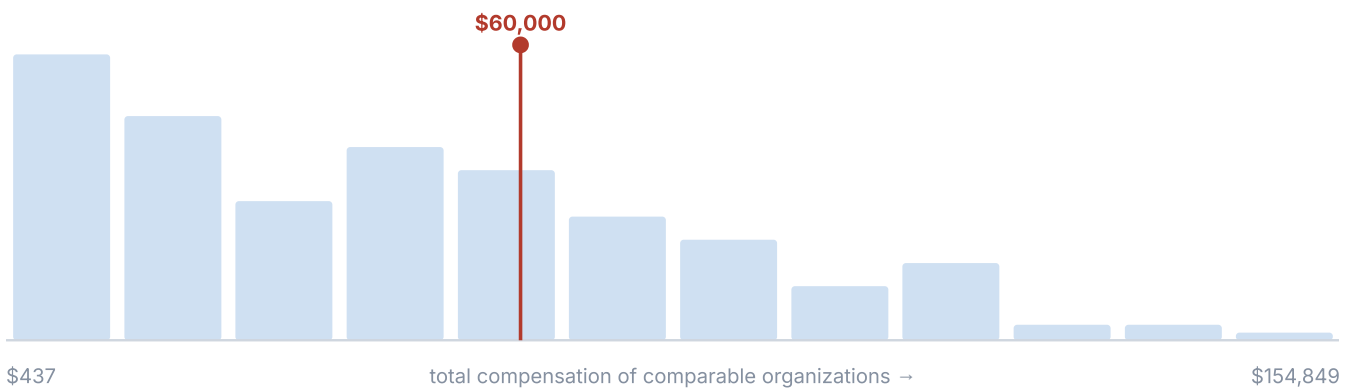
Benchmarked executive: Elizabeth Anderson — reported title “DIR OF OPERATIONS”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between \$312,153 and \$698,850 — 0.67x to 1.50x the subject's \$465,900 (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



\$5,859	\$17,423	\$42,618	\$69,155	\$95,400	\$60,000
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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 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
Arsenal Volleyball Academy Inc	OH	\$466,950	President Treasurer	\$8,000	\$7,770	2024
Spike Frog Volleyball	TX	\$464,402	President	\$60,000	\$55,041	2024
Webfoot Juniors Volleyball Club	OR	\$469,211	Director	\$40,000	\$34,065	2024
North Cincinnati Classics Inc	OH	\$469,545	Director	\$29,500	\$28,654	2024
Jacobs Chance Inc	VA	\$459,857	Executive Director	\$72,018	\$63,770	2024
Crossroads Volleyball Inc	IN	\$472,508	Director	\$22,150	\$21,422	2024
Bloomington Athletic Association	MN	\$459,103	Admin	\$44,108	\$41,150	2023
Off The Ropes	CO	\$458,966	Director	\$104,532	\$94,635	2023
Catalyst Volleyball Inc	TX	\$457,259	Director	\$79,200	\$70,781	2025
We Are Volleyball Elite	CA	\$453,711	President	\$136,669	\$108,226	2024
Dragon Elite Baseball Club	WA	\$479,719	Ceo	\$58,000	\$47,621	2024
Sheriffpolice Activities League Of Memphis And Shelby County	TN	\$481,443	Chief Visionary Officer	\$17,475	\$16,846	2024
Football Alliance Inc	CA	\$482,138	Treasurer	\$30,833	\$23,786	2025
Girls In Cooperation Gymnastic Training Center Inc	PA	\$483,042	President	\$41,533	\$39,105	2023
Twin Ports Gymnastics Club Inc	WI	\$483,141	Gym Director	\$63,075	\$58,853	2025
Spartanburg United Soccer Academy	SC	\$448,204	Director	\$60,000	\$57,404	2024
Sodak Junior Volleyball Inc	SD	\$447,458	Club Director - President	\$36,561	\$36,050	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Memphis Youth Athletics Inc	TN	\$443,471	Executive Di	\$80,882	\$77,967	2024
North Carolina Elite Volleyball Clu	NC	\$442,919	Director/pre	\$19,498	\$18,476	2024
La Storm Youth Sports	CA	\$442,600	President	\$60,000	\$47,513	2024
The Oakdale Athletic	MN	\$491,120	Gambling Man	\$84,443	\$78,779	2023
Capo Boxing Gym Inc	CA	\$492,230	President	\$52,000	\$42,394	2023
Boco Volleyball Athletic Club Corp	CO	\$492,571	Vice President	\$2,004	\$1,716	2025
Russell Mill Swim And Tennis Club Inc	MA	\$493,844	President	\$1,150	\$976	2023
Girls On The Run Of The Grand Valley	CO	\$437,460	Executive Director	\$55,000	\$47,118	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 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 182 organizations. Compensation range \$437–\$154,849; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$465,900); for reference, expenses \$484,415 and assets \$346,398.

ROLE MATCH Elizabeth Anderson, reported title "*DIR OF OPERATIONS*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	68 th
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	67 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 (Elizabeth Anderson) 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 \$60,000 is reasonable (approximately the 68th 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.