

# Discovery Riders Inc

Executive Director / CEO

EIN 341917036

OH · NTEE N69

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lindsay Jackson, Executive Director / CEO** (\$49,904) against **every comparable organization** that fit the selection criteria — **1018** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Lindsay Jackson — reported title “Director”, 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 (N69).
BUDGET	Total revenue between \$146,904 and \$328,891 — 0.67x to 1.50x the subject's \$219,261 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

**1,018** organizations qualified on sector, size, and geography → **1,018** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$2,370	\$7,751	\$20,749	\$45,290	\$64,902	\$49,904
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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
<a href="#">Hilton-parma Soccer Club Inc</a>	NY	\$219,319	President	\$5,000	<b>\$4,144</b>	2024
<a href="#">Surfers For Autism li Inc</a>	FL	\$219,343	Officer-president	\$25,000	<b>\$22,174</b>	2023
<a href="#">Adirondack Hamlets To Huts Inc</a>	NY	\$219,167	Executive Di	\$16,475	<b>\$13,652</b>	2024
<a href="#">Tidewater Wooden Boat Workshop</a>	VA	\$219,471	Executive Di	\$48,000	<b>\$42,502</b>	2024
<a href="#">Bison Wrestling Club</a>	ND	\$219,622	Head Coach	\$15,609	<b>\$16,173</b>	2023
<a href="#">Flathead Rapids Inc</a>	MT	\$218,887	Executive Director	\$7,462	<b>\$7,594</b>	2023
<a href="#">California Competitive Youth Baseball</a>	CA	\$218,875	President	\$59,000	<b>\$48,101</b>	2023
<a href="#">Surge International</a>	OR	\$219,787	President	\$89,122	<b>\$75,899</b>	2024
<a href="#">Lakota Thunderbird Youth Basketball</a>	OH	\$219,818	President	\$850	<b>\$826</b>	2024
<a href="#">Rockford Barbell</a>	IL	\$218,596	Treasurer	\$17,888	<b>\$16,128</b>	2024
<a href="#">Asa-usa Softball Nj District 2</a>	NJ	\$219,927	Trustee	\$15,000	<b>\$12,645</b>	2023
<a href="#">Sons Of Thunder Academy</a>	CO	\$219,944	Club Manager	\$46,042	<b>\$41,683</b>	2023
<a href="#">Vessel Skatepark</a>	MA	\$219,966	President	\$62,750	<b>\$51,712</b>	2024
<a href="#">Buzz Lightning Baseball Academy Inc</a>	TX	\$218,538	Sec/treas	\$21,000	<b>\$19,833</b>	2023
<a href="#">Leahi Soccer Club</a>	HI	\$218,474	Director	\$14,500	<b>\$11,905</b>	2024
<a href="#">Metro Stars Girls Basketball</a>	MN	\$218,473	Executive Director	\$6,655	<b>\$6,030</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">American International Polo Foundation</a>	FL	\$220,116	(To 1/27), Treas/pres (From 1/27)	\$2,535	<b>\$2,248</b>	2023
<a href="#">Pfa Strong Foundation Inc</a>	CA	\$218,355	President	\$31,745	<b>\$25,881</b>	2023
<a href="#">National Riding Stables Horse</a>	PA	\$220,222	Vice Preside	\$11,200	<b>\$10,243</b>	2024
<a href="#">Austin Youth Hockey Association Inc</a>	MN	\$220,305	Director	\$12,600	<b>\$11,755</b>	2023
<a href="#">Capital Athletic Conference Inc</a>	FL	\$220,355	Commissioner	\$91,394	<b>\$76,708</b>	2025
<a href="#">Liberty Hose Co No 2</a>	PA	\$220,452	General Employee	\$31,200	<b>\$29,376</b>	2023
<a href="#">Gainesville Area Rowing Inc</a>	FL	\$218,043	Executive Dir.	\$34,338	<b>\$28,820</b>	2025
<a href="#">Hermantown Youth Soccer Assn Inc</a>	MN	\$218,038	Board/gambli	\$24,358	<b>\$22,072</b>	2024
<a href="#">Mansfield Soccer Association</a>	TX	\$220,500	President	\$6,450	<b>\$5,917</b>	2024

**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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **1018** organizations. Compensation range \$1–\$311,328; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$219,261); for reference, expenses \$193,080 and assets \$208,942.

ROLE MATCH	Lindsay Jackson, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	79 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	74 <sup>th</sup>
Reportable pay only (column D), adjusted	80 <sup>th</sup>
All sources (D + E + F), adjusted	77 <sup>th</sup>

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 (Lindsay Jackson) 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 1018 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,904 is reasonable (approximately the 79<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.