

Bike Cleveland

Executive Director / CEO

EIN 452556898

OH · NTEE N19

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Jacob Vansickle, Executive Director / CEO** (\$87,580) against **every comparable organization** that fit the selection criteria — **1324** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

Benchmarked executive: Jacob Vansickle — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

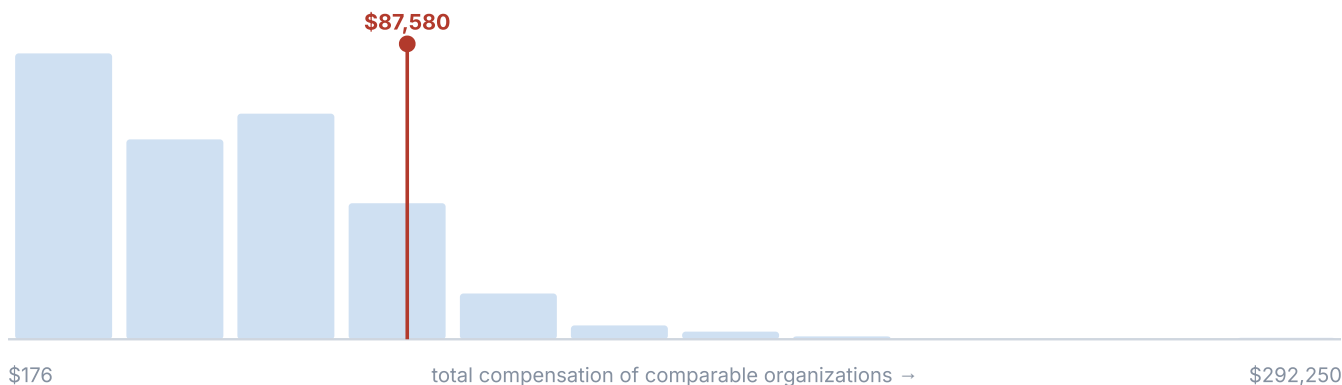
SECTOR Organizations sharing the subject's NTEE classification (N19).

BUDGET Total revenue between \$325,595 and \$728,946 — 0.67x to 1.50x the subject's \$485,964 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

1,324 organizations qualified on sector, size, and geography → **1,324** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,756	\$16,897	\$46,057	\$70,357	\$93,673	\$87,580
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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
Champlain Valley Educator Development	VT	\$485,885	Executive Director	\$108,280	\$102,900	2023
Golden Isles Leadership	GA	\$486,270	Executive Di	\$63,500	\$58,553	2024
West Wyomissing Fire Co Social	PA	\$486,412	President	\$4,195	\$3,950	2023
California Fitness Fun Inc	CA	\$486,508	President	\$45,000	\$35,635	2024
Aevolo Cycling Inc	NY	\$485,349	Team Manager	\$65,000	\$62,351	2021
West Main Recreation Corp	NH	\$485,156	Exec Director	\$70,102	\$59,361	2024
Dillsburg Area Soccer Club	PA	\$484,650	Member At La	\$6,740	\$6,346	2023
Niskayuna Soccer Club Inc	NY	\$487,589	Coaching Coordinator	\$10,250	\$8,275	2025
St Charles County Youth Soccer	MO	\$488,019	Executive Director	\$89,819	\$89,819	2023
2xsalt Inc	NC	\$483,857	President	\$72,000	\$68,225	2024
Beat The Streets Cleveland	OH	\$488,113	Executive Di	\$80,000	\$80,000	2023
B&b Sports Academy	NE	\$483,666	Director/sec	\$21,458	\$21,165	2024
Capital Soccer Club Inc	VT	\$483,640	Dir Of Admin	\$67,383	\$62,198	2024
North Suburban Instructional Aquatics I	MN	\$483,175	Director/head Coach	\$78,683	\$71,300	2024
Twin Ports Gymnastics Club Inc	WI	\$483,141	Gym Director	\$63,075	\$58,853	2025
Virginia Brown Community Orthodontic	MO	\$483,130	Vice President	\$54,737	\$54,737	2023
Girls In Cooperation Gymnastic Training Center Inc	PA	\$483,042	President	\$41,533	\$39,105	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Redemptive Cycles Services Inc	AL	\$482,987	Executive Director	\$60,000	\$61,200	2023
Texas High School Girls Coaches Association Inc	TX	\$482,813	Executive Director	\$160,761	\$147,474	2024
Tyler Street Resource Center Inc	TX	\$482,733	Executive Di	\$23,878	\$21,905	2024
Sacramento Youth Football	CA	\$482,733	President And Sec	\$56,941	\$46,423	2023
Palisades Predators Hockey Club In	NY	\$482,619	President	\$5,000	\$4,036	2025
Alabama Baseball Coaches Association In	AL	\$482,598	President	\$111,734	\$107,846	2025
Play Groundnyc Inc	NY	\$482,496	Interim Ed	\$82,158	\$68,083	2024
Friends Of Big Marsh	IL	\$489,452	Executive Director	\$77,592	\$72,022	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 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 1324 organizations. Compensation range \$176–\$292,250; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$485,964); for reference, expenses \$566,334 and assets \$605,210.

ROLE MATCH Jacob Vansickle, reported title "*EXECUTIVE DI*", 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	87 th
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	86 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 (Jacob Vansickle) 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 1324 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$87,580 is reasonable (approximately the 87th 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.