

Jacobs Chance Inc

Executive Director / CEO

EIN 462106307
 VA · NTEE N60
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Catherine P Mardigian, Executive Director / CEO** (\$72,018) 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 **72nd** percentile of comparable organizations within the typical range

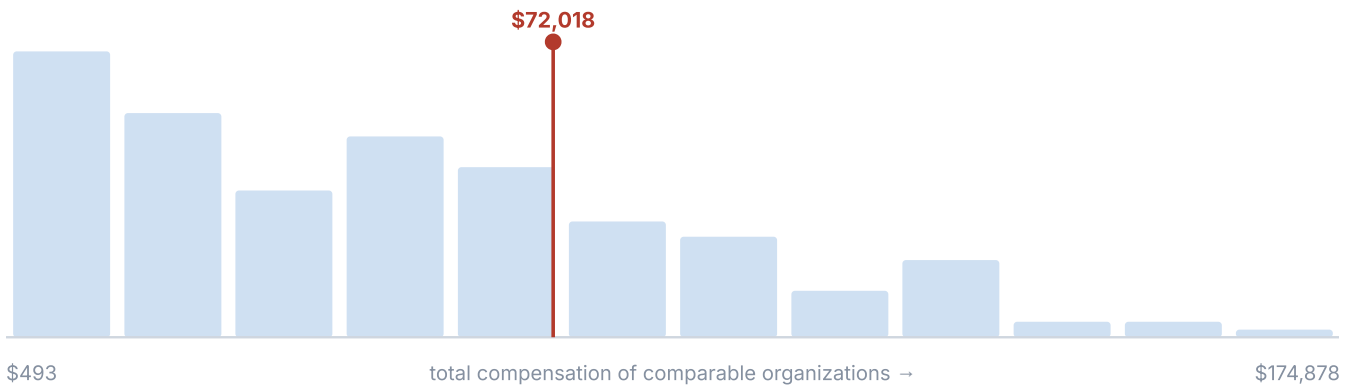
Benchmarked executive: Catherine P Mardigian — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between \$308,104 and \$689,785 — 0.67x to 1.50x the subject's \$459,857 (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



\$6,618	\$19,677	\$47,981	\$77,370	\$106,864	\$72,018
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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 VA 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
Bloomington Athletic Association	MN	\$459,103	Admin	\$44,108	\$46,472	2023
Off The Ropes	CO	\$458,966	Director	\$104,532	\$106,877	2023
Catalyst Volleyball Inc	TX	\$457,259	Director	\$79,200	\$79,937	2025
Spike Frog Volleyball	TX	\$464,402	President	\$60,000	\$62,160	2024
Cincinnati Ultimate Players	OH	\$465,900	Dir Of Operations	\$60,000	\$67,761	2023
We Are Volleyball Elite	CA	\$453,711	President	\$136,669	\$122,225	2024
Arsenal Volleyball Academy Inc	OH	\$466,950	President Treasurer	\$8,000	\$8,776	2024
Webfoot Juniors Volleyball Club	OR	\$469,211	Director	\$40,000	\$38,472	2024
North Cincinnati Classics Inc	OH	\$469,545	Director	\$29,500	\$32,360	2024
Spartanburg United Soccer Academy	SC	\$448,204	Director	\$60,000	\$64,828	2024
Sodak Junior Volleyball Inc	SD	\$447,458	Club Director - President	\$36,561	\$40,713	2025
Crossroads Volleyball Inc	IN	\$472,508	Director	\$22,150	\$24,192	2024
Memphis Youth Athletics Inc	TN	\$443,471	Executive Di	\$80,882	\$88,052	2024
North Carolina Elite Volleyball Clu	NC	\$442,919	Director/pre	\$19,498	\$20,866	2024
La Storm Youth Sports	CA	\$442,600	President	\$60,000	\$53,659	2024
Dragon Elite Baseball Club	WA	\$479,719	Ceo	\$58,000	\$53,781	2024
Sheriffpolice Activities League Of Memphis And Shelby County	TN	\$481,443	Chief Visionary Officer	\$17,475	\$19,024	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Football Alliance Inc	CA	\$482,138	Treasurer	\$30,833	\$26,863	2025
Girls On The Run Of The Grand Valley	CO	\$437,460	Executive Director	\$55,000	\$53,212	2025
Wyoming Amateur Hockey Association	WY	\$437,389	Treasurer	\$6,500	\$7,209	2024
Fairmont Youth Hockey Association	MN	\$437,103	Treasurer	\$1,500	\$1,495	2025
Girls In Cooperation Gymnastic Training Center Inc	PA	\$483,042	President	\$41,533	\$44,163	2023
Twin Ports Gymnastics Club Inc	WI	\$483,141	Gym Director	\$63,075	\$66,465	2025
Top Flight Elite	CA	\$435,214	Ceo	\$33,000	\$29,512	2024
Jet Volleyball Club	TX	\$433,950	Executive Director	\$19,896	\$20,612	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 \$493–\$174,878; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$459,857); for reference, expenses \$409,686 and assets \$249,794.
ROLE MATCH	Catherine P Mardigian, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this 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	72 nd
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	71 st

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 (Catherine P Mardigian) 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 \$72,018 is reasonable (approximately the 72nd 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.