

# Chess And Strategy Game Association

Executive Director / CEO

EIN 464925908

MN · NTEE B20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jason Lavine, Executive Director / CEO** (\$90,623) against **every comparable organization** that fit the selection criteria — **284** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90<sup>th</sup>** percentile of comparable organizations within the typical range

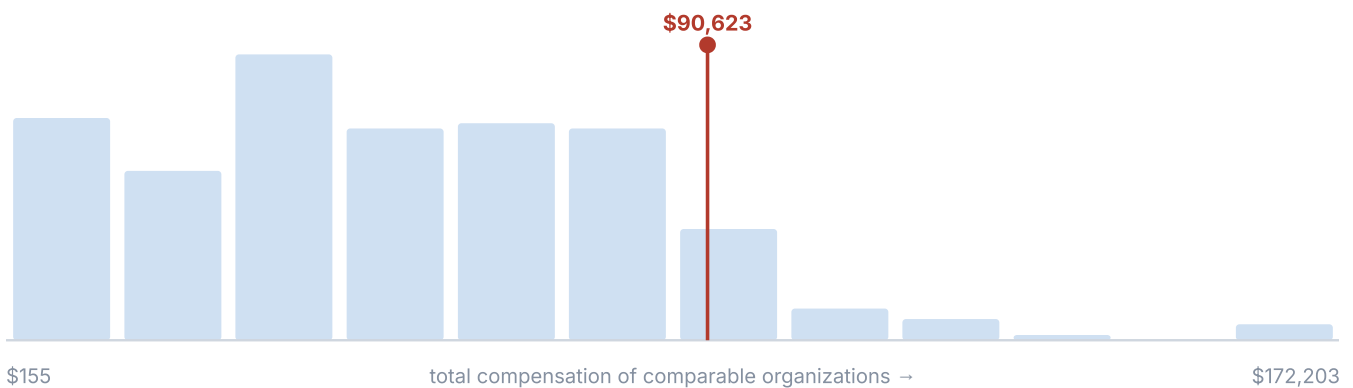
**Benchmarked executive:** Jason Lavine — reported title "ASSOCIATE DI", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20).
BUDGET	Total revenue between \$309,709 and \$693,379 — 0.67x to 1.50x the subject's \$462,253 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

**284** organizations qualified on sector, size, and geography → **284** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$10,404	\$27,712	\$48,748	\$72,277	\$88,649	\$90,623
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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 MN 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="#">Pentathlon Institute Inc</a>	IN	\$462,122	National Director	\$96,499	<b>\$100,033</b>	2024
<a href="#">Prew Academy Of Sarasota Inc</a>	FL	\$462,414	Dir/principal	\$102,170	<b>\$97,136</b>	2023
<a href="#">Sea-king District Of The Washington Interscholastic Activities Assn</a>	WA	\$462,852	Sea-king District Director	\$44,325	<b>\$38,005</b>	2025
<a href="#">Pure In Heart Christian Academy &amp;</a>	FL	\$461,442	President	\$27,200	<b>\$25,118</b>	2024
<a href="#">French-american School Of Norfolk</a>	VA	\$463,262	Director	\$62,447	<b>\$59,270</b>	2024
<a href="#">Trinity Simone Christian Preparatory Academy Inc</a>	FL	\$464,072	President	\$42,000	<b>\$38,785</b>	2024
<a href="#">Friends Of Gantry Plaza State Park Inc</a>	NY	\$466,105	Executive Director	\$99,900	<b>\$88,737</b>	2024
<a href="#">University Montessori School</a>	VA	\$466,888	Head Of School	\$61,298	<b>\$59,898</b>	2023
<a href="#">Cuyahoga Valley Christian Academy</a>	OH	\$457,299	Admin Repres	\$11,127	<b>\$11,927</b>	2023
<a href="#">Woodland Montessori School Inc</a>	MO	\$467,230	President	\$88,100	<b>\$91,724</b>	2024
<a href="#">Star Christian School</a>	CA	\$456,867	President	\$30,700	<b>\$26,828</b>	2023
<a href="#">Black Male Working Academy Inc</a>	KY	\$468,676	Executive Director	\$19,094	<b>\$20,165</b>	2024
<a href="#">Foundation For Pottstown Education</a>	PA	\$454,654	Executive Di	\$101,439	<b>\$96,875</b>	2025
<a href="#">Firm Foundations Academy</a>	PA	\$470,049	Chair	\$37,674	<b>\$36,931</b>	2024
<a href="#">Cupola Academy</a>	PA	\$470,082	Co-director	\$89,304	<b>\$87,543</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">North Star Montessori School Inc</a>	IN	\$470,268	Director	\$64,972	<b>\$67,352</b>	2024
<a href="#">Cornerstone Christian Schools Inc</a>	ID	\$454,132	President	\$34,708	<b>\$36,294</b>	2024
<a href="#">Banner Of Faith Ministries Inc</a>	TX	\$453,467	President	\$24,000	<b>\$23,599</b>	2024
<a href="#">Anthem Classical Academy</a>	AR	\$453,466	Head Of School	\$33,588	<b>\$38,209</b>	2023
<a href="#">Shepherd's Heart Christian Ministries Inc</a>	FL	\$471,530	President	\$25,000	<b>\$22,491</b>	2025
<a href="#">Southwest Montessori Academy Inc</a>	IN	\$472,283	Executive Dir.	\$47,464	<b>\$49,202</b>	2024
<a href="#">Amundsen Educational Center</a>	AK	\$472,588	Executive Dir.	\$96,861	<b>\$91,029</b>	2024
<a href="#">Family Health Ministries Inc</a>	NC	\$451,760	Former Executive Director	\$72,000	<b>\$73,130</b>	2024
<a href="#">Haven Education Solutions Inc</a>	MD	\$473,044	President	\$12,250	<b>\$11,590</b>	2023
<a href="#">Cambridge School Volunteers Inc</a>	MA	\$450,938	Executive Director	\$96,934	<b>\$83,418</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **284** organizations. Compensation range \$155–\$172,203; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$462,253); for reference, expenses \$477,803 and assets \$113,521.

**ROLE MATCH** Jason Lavine, reported title "ASSOCIATE DI", 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** 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 3 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	90 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	87 <sup>th</sup>
Reportable pay only (column D), adjusted	92 <sup>nd</sup>
All sources (D + E + F), adjusted	88 <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 (Jason Lavine) 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 284 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,623 is reasonable (approximately the 90<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.