

Queen City Angels

Executive Director / CEO

EIN 465363308

OH · NTEE S40

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Scott Jacobs, Executive Director / CEO** (\$180,560) against **every comparable organization** that fit the selection criteria — **89** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

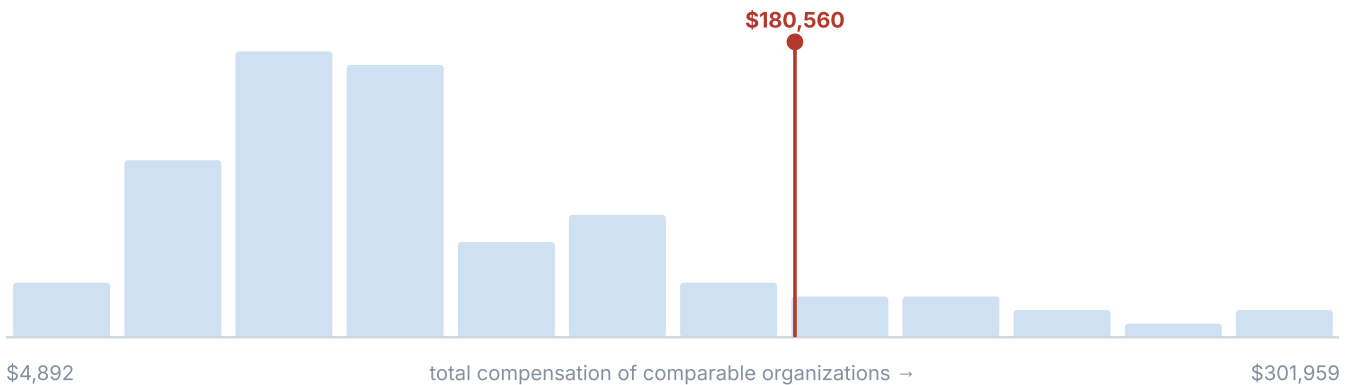
Benchmarked executive: Scott Jacobs — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S40).
BUDGET	Total revenue between \$265,191 and \$593,712 — 0.67x to 1.50x the subject's \$395,808 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S40), nationwide + budget 0.67–1.5x revenue.

89 organizations qualified on sector, size, and geography → **89** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$39,842	\$63,661	\$88,330	\$133,808	\$195,447	\$180,560
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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
Sona Songwriters Of North America	CA	\$406,348	Trustee	\$78,462	\$63,968	2024
Pennsylvania Private Equity Network	PA	\$408,392	Executive Director	\$122,296	\$115,146	2024
Mississippi Gaming & Hospitality As	MS	\$382,314	Executive Director	\$160,417	\$173,668	2023
Naiop - Wisconsin Chapter Inc	WI	\$412,539	Exec. Director	\$177,418	\$174,941	2024
Professional Remodeling Organization Of Metro Dc Inc	VA	\$416,132	Executive Director	\$110,000	\$103,240	2023
Aec Unites	DC	\$375,265	Executive Director	\$114,357	\$97,546	2023
Lake Champlain Opportunity Fund Inc	VT	\$418,978	President	\$26,127	\$24,829	2024
Chelsea Area Chamber Of Commerce	MI	\$372,034	Executive Di	\$72,870	\$71,013	2024
Positively Groundfish	CA	\$420,000	Executive Director	\$122,003	\$102,404	2023
Texas Coalition For Affordable Ins Solutions	TX	\$420,000	Executive Director	\$201,178	\$195,613	2023
R Street Sacramento Partnership	CA	\$420,086	Administrator	\$52,920	\$43,144	2024
Hawaii Masons And Plasterers Union	HI	\$370,416	Executive Director	\$180,031	\$152,181	2024
Ohio Alliance Of Ymca's	OH	\$369,773	Chief Executive Officer	\$223,730	\$230,338	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shelby County Tourism & Visitors'	IN	\$422,361	Executive Di	\$62,875	\$62,602	2024
Isa Michigan	MI	\$367,250	Executive Director	\$85,000	\$85,281	2023
Michigan Retailers Foundation	MI	\$365,589	President/ce	\$59,220	\$59,416	2023
Business Network Of Emergency Resources	NY	\$427,009	President / Ceo	\$90,000	\$76,784	2024
Battle Creek Area Assoc Of Realtors	MI	\$427,595	Ceo	\$76,351	\$76,603	2023
Tech Serve International Inc	AR	\$428,555	President	\$92,928	\$98,622	2024
Indo Am Chamber Of Commerce Of Greater Dallas	TX	\$434,330	Executive Director	\$115,000	\$108,611	2024
Routt County Economic Development	CO	\$436,373	Executive Dir.	\$99,225	\$89,831	2024
Imperial County Association Of Realtors	CA	\$354,935	Chief Executive Officer	\$79,960	\$65,189	2024
The Construction Institute Inc	CT	\$354,876	Executive Director	\$74,200	\$67,626	2023
Ingersoll Grand Self-supported Municipal	IA	\$354,444	Executive Dir.	\$76,987	\$77,537	2025
Greater Leimert Park Village & Crenshaw	CA	\$437,333	Executive Dir.	\$60,000	\$50,361	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 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 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	89 organizations. Compensation range \$4,892–\$301,959; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$395,808); for reference, expenses \$391,345 and assets \$28,663.
ROLE MATCH	Scott Jacobs, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	88 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	84 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 (Scott Jacobs) 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 89 similarly situated organizations (Same NTEE sector (S40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$180,560 is reasonable (approximately the 88th 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.