

The Fairfield County Interscholasti

Executive Director / CEO

EIN 562440500

CT · NTEE N40

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jay Egan, Executive Director / CEO** (\$1,125) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

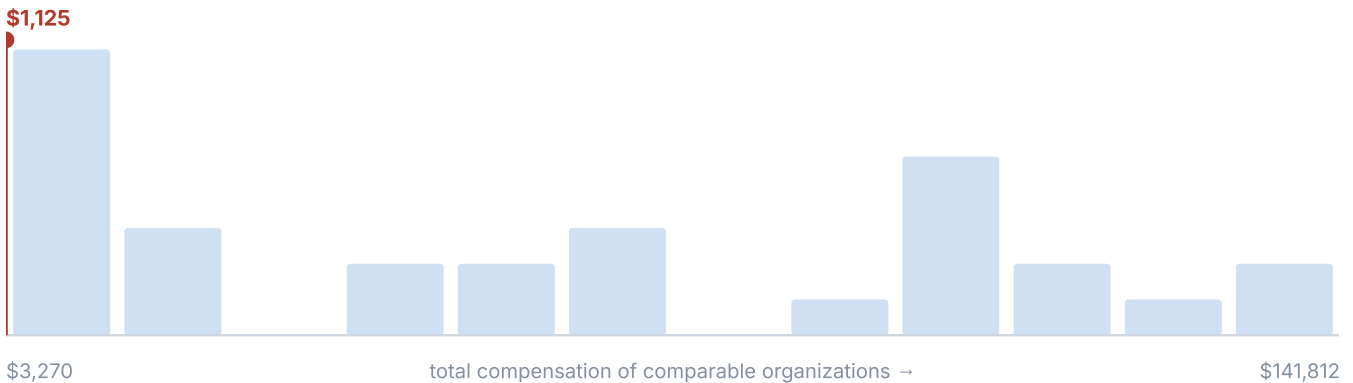
Benchmarked executive: Jay Egan — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N40).
BUDGET	Total revenue between \$228,496 and \$511,560 — 0.67x to 1.50x the subject's \$341,040 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N40), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,328	\$12,520	\$56,987	\$104,459	\$116,603	\$1,125
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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 CT 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
Pine City Civic Center Association	MN	\$337,878	Treasurer	\$3,358	\$3,447	2025
Next Step Archery	WA	\$330,823	Vice Preside	\$10,154	\$9,696	2024
Super Essex Conference	NJ	\$354,550	Executive Director	\$3,525	\$3,270	2025
North Atlantic Conference Inc	ME	\$327,188	Executive Dir.	\$106,461	\$110,767	2025
Shorewood Swim Club Foundation Inc	WI	\$322,818	Executive Dir.	\$92,984	\$100,901	2025
Fit & Able Productions Inc	NC	\$313,873	Executive Director	\$96,000	\$105,794	2024
Jacksonville-onslow Sports Commission	NC	\$387,711	Executive Director	\$98,600	\$105,858	2025
American Southwest Conference	TX	\$289,138	Former Commissioner	\$94,911	\$104,248	2023
Minnesota Renegades	MN	\$286,672	Vice President	\$11,880	\$12,520	2024
Overland Park Soccer	KS	\$398,597	Academy Director	\$49,458	\$56,987	2024
The Big North Athletic Conference Inc	NJ	\$279,045	Executive Director	\$10,000	\$9,277	2025
Tidal Wave Swim Foundation Inc	GA	\$407,922	President/head Coach	\$63,458	\$68,052	2024
Angels Boxing Academy Limited	IL	\$411,044	President	\$106,888	\$115,386	2023
Incline Sports Corporation	OR	\$266,884	President	\$64,320	\$63,706	2024
10th Mountain Lacrosse Inc	CO	\$264,538	Director/coach	\$20,100	\$21,163	2023
Sheriff Pal Program	MI	\$263,765	Executive Director	\$63,500	\$69,904	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sooner Athletic Conference	AR	\$260,873	Commissioner	\$101,325	\$121,473	2024
Abs Park	MT	\$248,188	Vice President	\$8,000	\$9,197	2024
Cheshire County Shooting Sports Educatio	NH	\$245,318	General Manager	\$17,550	\$17,793	2023
North Jersey Interscholastic	NJ	\$243,235	Executive Director	\$7,500	\$6,958	2025
Excellence Thru Athletics Corp	CA	\$242,518	President	\$9,145	\$8,671	2023
Karatedo Honma Dojo Inc	NY	\$242,136	Executive Director & Chief Instruct	\$50,350	\$48,525	2024
Bay Area Youth Baseball Foundation	CA	\$236,845	President	\$60,000	\$56,889	2023
National Collegiate Acrobatics And Tumbling Association	WA	\$230,783	Executive Director	\$17,500	\$16,280	2025
Northwest Conference	OR	\$459,760	Commissioner	\$89,704	\$86,557	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 29 organizations. Compensation range \$3,270–\$141,812; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$341,040); for reference, expenses \$352,786 and assets \$207,999.

ROLE MATCH Jay Egan, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	0 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 (Jay Egan) 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 29 similarly situated organizations (Same NTEE sector (N40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,125 is reasonable (approximately the 0th 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.