

United States Bowling Congress Inc

Executive Director / CEO

EIN 711004353

WI · NTEE N70

FY ending 2025-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Kathryn Stevens, Executive Director / CEO** (\$48,962) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

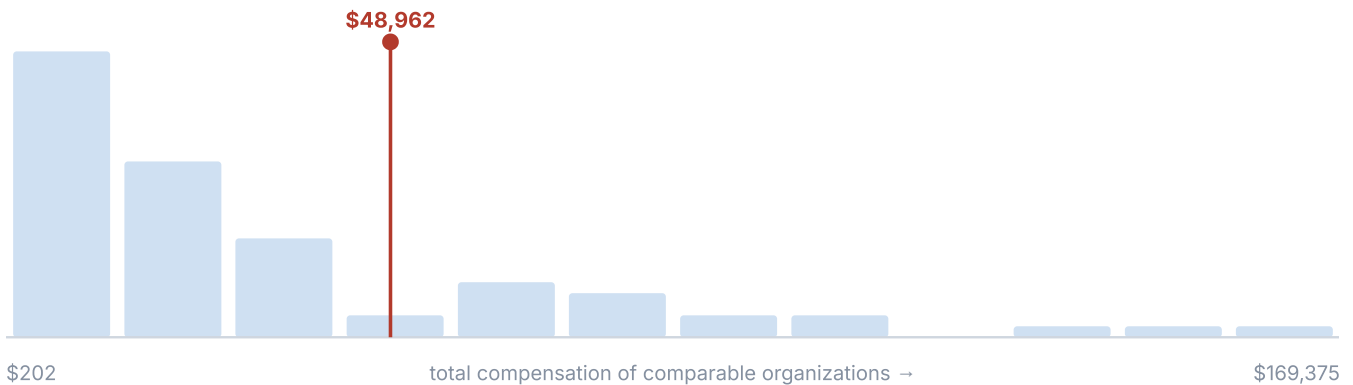
Benchmarked executive: Kathryn Stevens — reported title “Association Manager”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

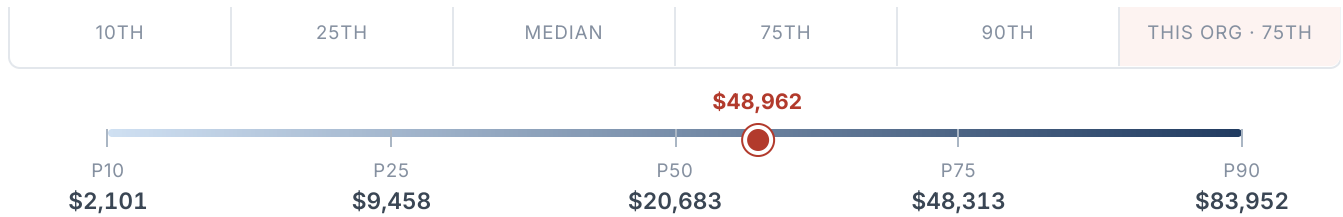
- SECTOR** Organizations sharing the subject's NTEE classification (N70).
- BUDGET** Total revenue between \$235,403 and \$527,022 — 0.67x to 1.50x the subject's \$351,348 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (N70), nationwide + budget 0.67–1.5x revenue.

69 organizations qualified on sector, size, and geography → **69** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,101	\$9,458	\$20,683	\$48,313	\$83,952	\$48,962
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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 WI 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
Woodside Vaulters Inc	CA	\$343,731	Director	\$46,443	\$39,416	2024
Central Alabama Sports Commission Inc	AL	\$343,245	Executive Director	\$58,500	\$62,116	2024
Amateur Athletic Union Of The United States Inc	CA	\$359,660	Executive Director	\$12,000	\$10,185	2024
United States Bowling Congress Inc	MT	\$340,076	Association Manager	\$12,000	\$12,386	2025
Oklahoma Senior Games	OK	\$373,057	Executive Director	\$25,000	\$27,855	2023
Legacy Athletics Inc	WI	\$373,914	President	\$19,038	\$20,119	2023
Black Girls Run Foundation	VA	\$374,025	Founder And Ceo	\$2,585	\$2,526	2023
Boulder Valley Lacrosse Association	CO	\$325,400	Executive Director	\$84,206	\$79,359	2024
Multnomah Athletic Foundation	OR	\$377,604	Executive Director	\$105,354	\$96,160	2024
Real Racine Sports And Events	WI	\$322,497	Executive Dir.	\$9,701	\$10,252	2023
Altitude Youth Ultimate	CO	\$380,637	Treasurer	\$27,000	\$26,197	2023
The Iowa State Pool Players	IA	\$317,485	President	\$750	\$786	2025
Eastern Massachusetts Hockey Inc	MA	\$388,653	General Manager	\$15,550	\$14,140	2023
San Francisco Bay Area Sports Organizing Committee	CA	\$308,510	Ceo And President	\$42,000	\$35,645	2024
Lee County Sports Organization	FL	\$396,592	Executive Director	\$183,441	\$169,375	2024
Time To Shine United Inc	FL	\$302,913	Executive Director	\$12,000	\$11,407	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Greater La Usbc	CA	\$400,113	Assoc. Manager	\$33,990	\$28,847	2024
Whitefish Adult Ice Hockey Association	MT	\$400,607	Director	\$2,440	\$2,518	2025
Kansas State Usbc Inc	KS	\$401,583	Director	\$7,583	\$7,844	2025
Quadball Inc	NY	\$299,818	Chief Executive Officer	\$23,904	\$20,683	2025
Bowhunting Preservation Alliance	MN	\$403,483	President/ce	\$16,800	\$16,316	2024
Los Angeles Organization Of Ultimate	CA	\$296,168	Vice President (Until 11/30/23)	\$15,178	\$13,262	2023
Bellevue Junior Sports Association	NE	\$410,365	Center Director	\$73,851	\$76,057	2025
Skating Club Of Jackson Hole	WY	\$289,962	Program Coordinator	\$33,040	\$35,800	2023
United States Bowling Congress Inc	CO	\$413,367	Association Manager	\$34,519	\$31,693	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI cost of living and 2025 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 WI 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 **69** organizations. Compensation range \$202–\$169,375; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$351,348); for reference, expenses \$392,384 and assets \$628,833.

ROLE MATCH Kathryn Stevens, reported title "*Association Manager*", 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 5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 5 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	75 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	72 nd

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 (Kathryn Stevens) 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 69 similarly situated organizations (Same NTEE sector (N70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,962 is reasonable (approximately the 75th 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.