

Indy Criterium Inc

Executive Director / CEO

EIN 820636610

IN · NTEE N60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Cvar, Executive Director / CEO** (\$50,417) against **every comparable organization** that fit the selection criteria — **190** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

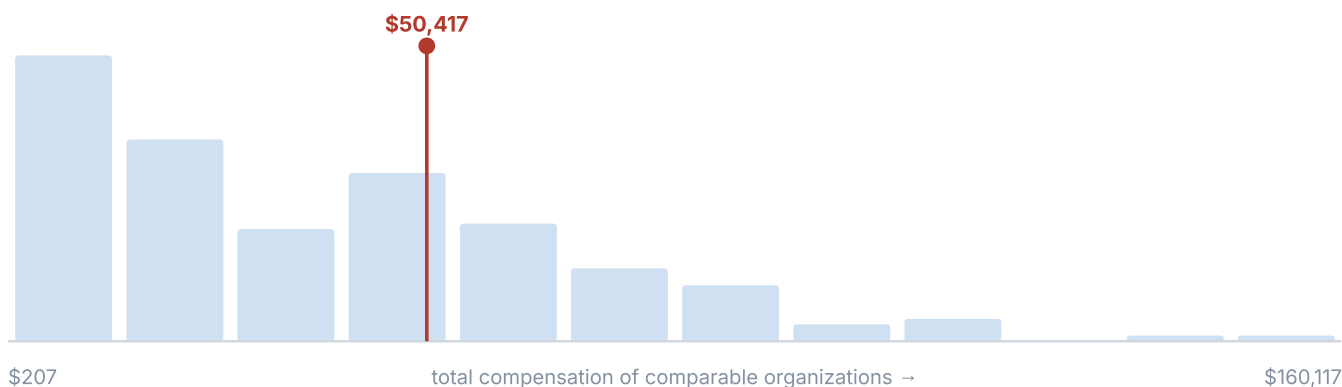
Benchmarked executive: Jennifer Cvar — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

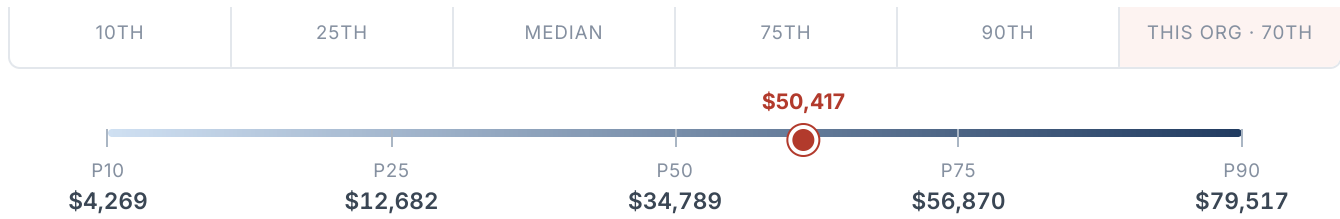
SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between \$236,767 and \$530,077 — 0.67x to 1.50x the subject's \$353,385 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

190 organizations qualified on sector, size, and geography → **190** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,269	\$12,682	\$34,789	\$56,870	\$79,517	\$50,417
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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 IN 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
Active Central Mn	MN	\$353,833	President	\$14,200	\$13,305	2024
Montana Institute Of Sport	MT	\$352,694	Ceo	\$138,462	\$141,532	2024
Sports For Exceptional Athletes	CA	\$354,331	Executive Director	\$68,952	\$56,460	2024
San Antonio Polo Club	TX	\$352,356	Chairman	\$20,310	\$19,265	2024
Capoeiradc	DC	\$355,097	Exec Director & Contramestre	\$55,000	\$45,767	2024
South River Volleyball Club Inc	MD	\$355,373	Club Director	\$6,933	\$6,146	2024
Siouxland Youth Golf Association	IA	\$351,052	Executive Director	\$55,446	\$57,569	2024
Missoula Mountain Bike Coalition	MT	\$355,903	Executive Di	\$65,424	\$66,875	2024
Nebraska Juniors Volleyball Club	NE	\$355,951	Director	\$7,123	\$7,479	2023
Crw Events	SC	\$356,310	Event Director	\$85,000	\$81,920	2025
Needham Youth Track Club Inc	MA	\$349,297	President	\$43,554	\$38,209	2023
Finger Lakes Wrestling Club Inc	NY	\$359,137	Director	\$50,000	\$44,109	2023
Flatirons Volleyball Club	CO	\$347,520	Executive Di	\$88,696	\$80,649	2024
Southern Kentucky Elite Volleyball	KY	\$359,688	Coach	\$24,525	\$25,723	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Usa Youth Education In Shooting Spo	UT	\$359,701	President	\$15,000	\$14,558	2024
San Diego Rhythms Inc	CA	\$345,623	Director, Gymnastics Head Coach	\$136,500	\$111,770	2024
Norcal Flag Football	CA	\$345,376	President	\$40,000	\$33,720	2023
Tucson Ford Dealers Aquatics Inc	AZ	\$344,693	Executive Director	\$27,700	\$25,262	2024
Firecrackers Leles	CA	\$363,157	President	\$15,000	\$12,282	2024
Rocky Mountain Roller Hockey League Inc	CO	\$363,708	Secretary	\$35,000	\$31,824	2024
Utah Youth Rugby	UT	\$364,901	President	\$50,000	\$48,526	2024
Girls On The Run Of Greater Richmond	VA	\$341,616	Executive Director	\$75,110	\$70,802	2023
Samba Futsal Foundation	CA	\$366,927	President & Ceo	\$88,926	\$72,815	2024
Piedmont Gymnastics Organization Inc	NC	\$339,710	President	\$473	\$452	2025
310 Sports Academy	CA	\$338,551	Executive Director	\$19,200	\$15,316	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 **190** organizations. Compensation range \$207–\$160,117; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$353,385); for reference, expenses \$364,349 and assets \$32,357.
ROLE MATCH	Jennifer Cvar, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	70 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	70 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 (Jennifer Cvar) 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 190 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,417 is reasonable (approximately the 70th 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.