

# Iceliners Synchronized Skating

Executive Director / CEO

EIN 821138974

PA · NTEE N68

FY ending 2024-03-31

June 13, 2026

This analysis benchmarks the total compensation of **Kate Blanchette, Executive Director / CEO** (\$51,400) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Kate Blanchette — reported title "SKATING DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

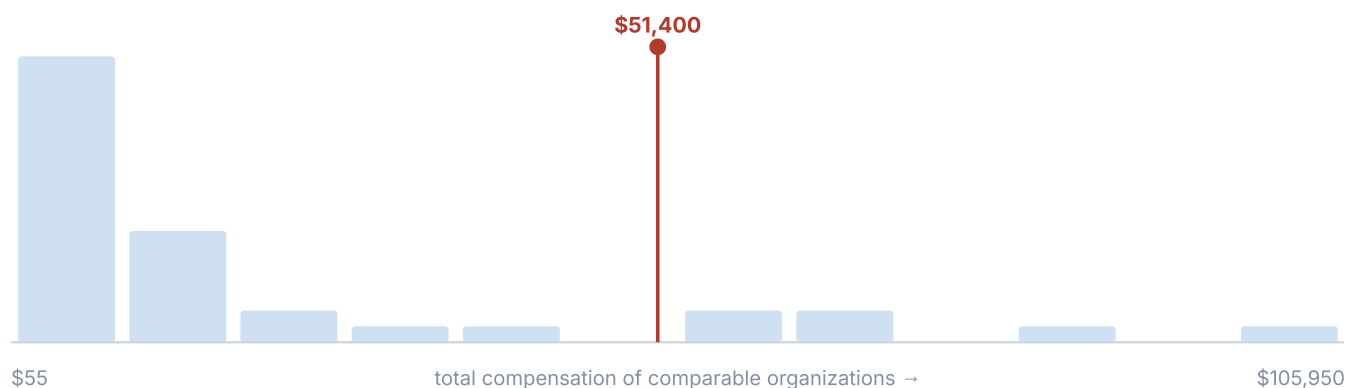
**SECTOR** Organizations sharing the subject's NTEE classification (N68).

**BUDGET** Total revenue between \$233,441 and \$522,630 — 0.67x to 1.50x the subject's \$348,420 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (N68), nationwide + budget 0.67–1.5x revenue.

**35** organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$958

\$2,155

\$7,137

\$20,996

\$61,418

**\$51,400**

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 83RD
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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 PA 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="#">Skate Journeys</a>	WA	\$340,176	Executive Director	\$67,516	<b>\$60,615</b>	2024
<a href="#">St Clair Shores Figure Skating</a>	MI	\$339,108	Treasurer	\$4,793	<b>\$4,961</b>	2024
<a href="#">Rushmore Hockey And Skating</a>	SD	\$359,961	2022 Treasur	\$610	<b>\$695</b>	2023
<a href="#">North Stars Youth Hockey Association Inc</a>	ND	\$336,085	Treasurer	\$15,000	<b>\$16,994</b>	2023
<a href="#">Seney Snowmobile Association</a>	MI	\$318,236	President	\$54	<b>\$55</b>	2025
<a href="#">Western Washington Female Hockey</a>	WA	\$314,524	Board Member	\$378	<b>\$349</b>	2023
<a href="#">Jersey City Capitals Youth Hockey</a>	NJ	\$389,678	President	\$19,100	<b>\$17,101</b>	2024
<a href="#">Flagstaff Ski Club Inc</a>	AZ	\$389,679	Alpine Direc	\$58,214	<b>\$54,694</b>	2025
<a href="#">Figure Skating Club Of Park City</a>	UT	\$307,061	Treasurer	\$3,600	<b>\$3,599</b>	2025
<a href="#">Attitash Alpine Educational Foundation</a>	NH	\$390,993	Director	\$5,580	<b>\$5,167</b>	2024
<a href="#">Steel City Selects Girls Hockey</a>	PA	\$392,810	Board Member	\$1,000	<b>\$974</b>	2025
<a href="#">Girls Hockey Of Arizona</a>	AZ	\$295,937	President	\$12,637	<b>\$12,187</b>	2024
<a href="#">Boeing Employees Ski Club Inc</a>	WA	\$292,220	Director And President	\$2,264	<b>\$2,033</b>	2024
<a href="#">Kings Youth Ice Hockey Association Inc</a>	PA	\$412,060	President	\$5,000	<b>\$5,148</b>	2023
<a href="#">Border Blades Figure Skating Club</a>	ND	\$281,283	Director	\$8,250	<b>\$9,079</b>	2024
<a href="#">Fore Stark County Youth Development Inc</a>	OH	\$280,948	Exec Director	\$99,756	<b>\$105,950</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Brandon Valley Ice And In-line Hockey Association-bvha</a>	SD	\$416,318	Director	\$857	<b>\$948</b>	2024
<a href="#">Premier Volleyball Club</a>	MN	\$269,314	Club Director	\$5,000	<b>\$4,954</b>	2024
<a href="#">Loon Ski Club Inc</a>	NH	\$431,612	Program Dire	\$93,000	<b>\$86,111</b>	2024
<a href="#">Minnesota Girls Hockey Coaches Association</a>	MN	\$262,150	President	\$12,500	<b>\$12,386</b>	2024
<a href="#">Fresno Junior Hockey Club</a>	CA	\$438,642	Member At Large	\$2,700	<b>\$2,277</b>	2025
<a href="#">Waha Inc</a>	WV	\$255,658	President	\$1,319	<b>\$1,395</b>	2025
<a href="#">Wisconsin Inspire Cooperative Inc</a>	WI	\$249,308	Vice-president	\$6,815	<b>\$7,137</b>	2024
<a href="#">Woodstock Ski Runners</a>	VT	\$247,318	Program Director	\$41,600	<b>\$41,988</b>	2024
<a href="#">Team Ohio Hockey Foundaton Inc</a>	OH	\$450,318	President	\$4,700	<b>\$4,992</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	<b>35</b> organizations. Compensation range \$55–\$105,950; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$348,420); for reference, expenses \$346,102 and assets \$71,000.
ROLE MATCH	Kate Blanchette, reported title " <i>SKATING DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

**OUTLIERS** 6 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	83 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	83 <sup>rd</sup>
Reportable pay only (column D), adjusted	83 <sup>rd</sup>
All sources (D + E + F), adjusted	83 <sup>rd</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 (Kate Blanchette) 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 13, 2026, comparing compensation against 35 similarly situated organizations (Same NTEE sector (N68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,400 is reasonable (approximately the 83<sup>rd</sup> 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 13, 2026.