

Clarksburg Baseball & Softball Inc

Executive Director / CEO

EIN 825445391
 MD · NTEE N63
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Staub, Executive Director / CEO** (\$8,000) against **every comparable organization** that fit the selection criteria — **59** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

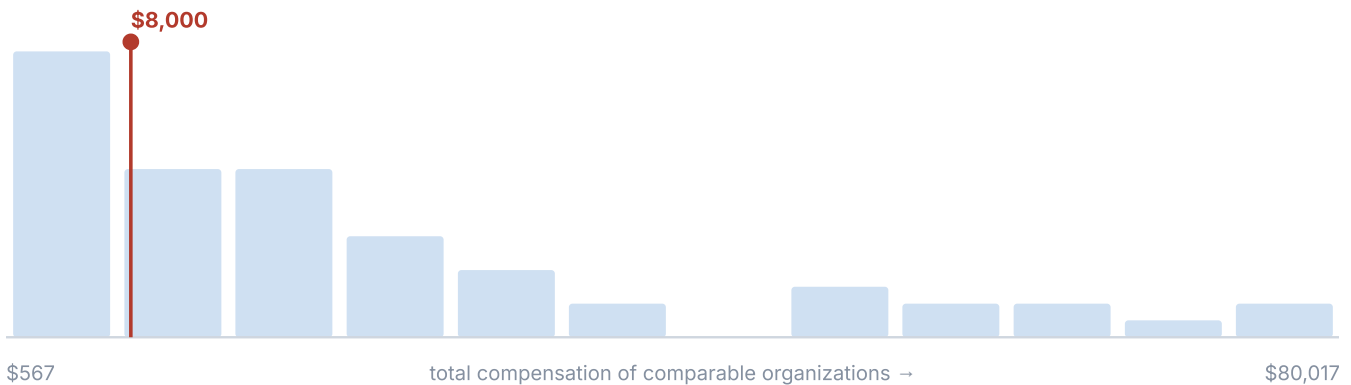
Benchmarked executive: Jennifer Staub — reported title “Vice President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N63).
BUDGET	Total revenue between \$133,756 and \$299,454 — 0.67x to 1.50x the subject's \$199,636 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N63), nationwide + budget 0.67–1.5x revenue.

59 organizations qualified on sector, size, and geography → **59** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,675	\$6,102	\$15,320	\$29,073	\$56,807	\$8,000
---------	---------	----------	----------	----------	---------



■ 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 MD 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
Stone City Softball Inc	IL	\$198,811	Director	\$6,105	\$6,420	2024
Villages Baseball Association Inc	FL	\$198,618	Director - Advanced Baseba	\$1,075	\$1,080	2024
The Natasha Watley Foundation	CA	\$197,027	Executive Di	\$30,000	\$27,709	2024
Miracle League Of Delray Beach Inc	FL	\$204,329	Executive Director	\$70,000	\$70,338	2024
Durango Baseball And Softball	CO	\$206,279	Frm Executive Director	\$11,020	\$11,637	2023
Grand Forks Area Youth Baseball	ND	\$207,309	President/executive Director	\$10,000	\$11,738	2024
Phoenix Futbol Club Inc	NE	\$207,458	Club Administrator	\$15,580	\$17,461	2025
Northside Pdx	OR	\$209,935	President	\$6,000	\$5,960	2024
Harris Ball Club Inc	TN	\$189,235	Hausman Fina	\$21,333	\$23,985	2024
Denton Boys Baseball Inc	TX	\$211,757	Office Manager	\$20,592	\$21,464	2025
National Amateur Baseball Federation Inc	MS	\$211,878	Executive Director	\$33,000	\$39,313	2024
Frank Manning Baseball League	TX	\$213,112	President	\$5,836	\$6,244	2024
New England Diamond Gems	NH	\$215,457	Executive Di	\$39,300	\$38,815	2024
Buzz Lightning Baseball Academy Inc	TX	\$218,538	Sec/treas	\$21,000	\$23,133	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
California Competitive Youth Baseball	CA	\$218,875	President	\$59,000	\$56,104	2023
Asa-usa Softball Nj District 2	NJ	\$219,927	Trustee	\$15,000	\$14,748	2023
Ohio Bruins Baseball Inc	OH	\$177,176	President\tr	\$5,000	\$5,664	2024
Pittsburgh Spirit Softball	PA	\$223,167	Vice President/treasurer	\$15,000	\$16,473	2023
Fm Sports Baseball Club	WA	\$173,834	President & General Manage	\$15,998	\$15,320	2024
Bridge City Little League Inc	TX	\$173,155	Concessions Mgr	\$28,447	\$30,437	2024
East Cobb Fastpitch Inc	GA	\$227,705	Ceo	\$60,000	\$66,435	2023
Bsp Blacksox Inc	MD	\$170,276	Treasurer	\$1,950	\$2,008	2023
Santa Barbara Foresters Inc	CA	\$232,664	Executive Dir.	\$15,000	\$13,854	2024
Clutch Up Inc	CA	\$165,269	President	\$8,000	\$7,607	2023
Casper Crush Inc	WY	\$234,337	Executive Director	\$15,000	\$17,181	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 59 organizations. Compensation range \$567–\$80,017; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$199,636); for reference, expenses \$225,964 and assets \$70,657.

ROLE MATCH Jennifer Staub, reported title "*Vice President*", 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.**

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	32 nd
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	32 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 (Jennifer Staub) 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 59 similarly situated organizations (Same NTEE sector (N63), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,000 is reasonable (approximately the 32nd 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.