

Mamba Volleyball Academy

Executive Director / CEO

EIN 931862626
 WI · NTEE N60
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Tony Jalan, Executive Director / CEO** (\$9,555) against **every comparable organization** that fit the selection criteria — **187** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

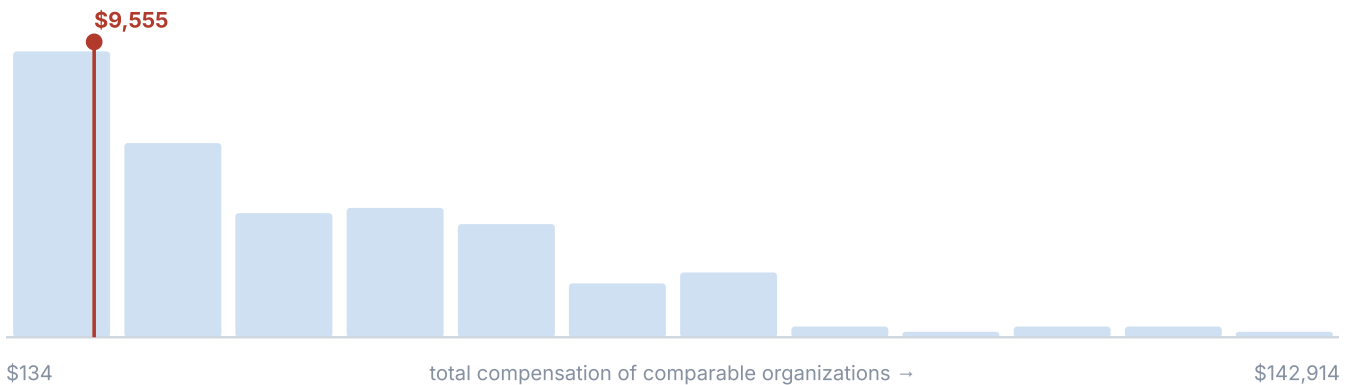
Benchmarked executive: Tony Jalan — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between \$187,116 and \$418,918 — 0.67x to 1.50x the subject's \$279,279 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

187 organizations qualified on sector, size, and geography → **187** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,811	\$10,228	\$25,715	\$49,555	\$73,315	\$9,555
---------	----------	----------	----------	----------	----------------



■ 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
Rocky Mountain Youth Sports Rmys	CO	\$279,611	Executive Dir.	\$12,715	\$11,674	2024
Wayzata Lacrosse Association	MN	\$280,014	Secretary	\$1,500	\$1,419	2024
Progression Sports Performance Inc	CA	\$280,698	President	\$31,356	\$25,926	2024
9-11 Strong Inc	NY	\$276,238	President	\$42,000	\$36,340	2024
Cbhm Inc	VT	\$275,939	President	\$8,000	\$7,938	2023
Rugby Pennsylvania Inc	PA	\$275,500	Exec. Director	\$68,672	\$65,573	2024
Blue Banner Volleyball	CA	\$283,377	President	\$20,244	\$17,233	2023
Ann Arbor Rowing Club	MI	\$283,575	Director	\$41,156	\$40,675	2024
East Orlando Knights Futbol Club Inc	FL	\$274,943	Presidenttreasurer	\$26,450	\$24,495	2023
Alpha Hockey Inc	MD	\$274,172	Director	\$64,000	\$57,292	2024
Blue Valley Junior Athletic Association	KS	\$284,828	President	\$45,450	\$48,404	2023
Bellevue Boys Lacrosse Club	WA	\$273,356	Youth Program Director	\$55,194	\$47,316	2024
Lake Forest Lacrosse Association	IL	\$285,773	Director	\$2,535	\$2,386	2024
Hot Tubes Development Cycling	MA	\$272,668	President	\$60,827	\$52,338	2024
Flagler Sheriff's Pal Inc	FL	\$272,119	Pal Director	\$88,346	\$79,469	2024
Stage Door Dance Company	VA	\$286,708	President	\$17,975	\$16,618	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dream Court Inc	AL	\$271,153	Executive Director	\$77,500	\$80,169	2024
Battlefield Gymnastics Booster Club	VA	\$270,394	Vice-president	\$3,060	\$2,912	2023
Richmond Fencing Club	VA	\$270,362	President	\$12,600	\$11,649	2024
Aaron Donald 99 Solutions Foundation	PA	\$270,296	Executive Director	\$40,001	\$39,324	2023
The Lacrosse Club Inc	MD	\$288,741	President	\$81,545	\$75,155	2023
Lakeland Legends Youth Baseball	FL	\$267,578	President	\$13,750	\$12,734	2023
River City Gymnastics Club Inc	SD	\$292,443	Club Adminis	\$25,149	\$25,892	2025
Borderline Junior Volleyball Inc	OH	\$263,824	Trustee/dire	\$52,250	\$51,624	2025
Cortland Regional Sports Council Inc	NY	\$294,969	Executive Direc	\$65,360	\$56,552	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 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 187 organizations. Compensation range \$134–\$142,914; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$279,279); for reference, expenses \$334,628 and assets \$148,115.

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

RELATED-ORG PAY 1 peer 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	25 th
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	25 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 (Tony Jalan) 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 187 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,555 is reasonable (approximately the 25th 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.