

Usa South Athletic Conference Inc

Executive Director / CEO

EIN 010595845
 GA · NTEE N40
 FY ending 2025-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Tom Hart, Executive Director / CEO** (\$135,738) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

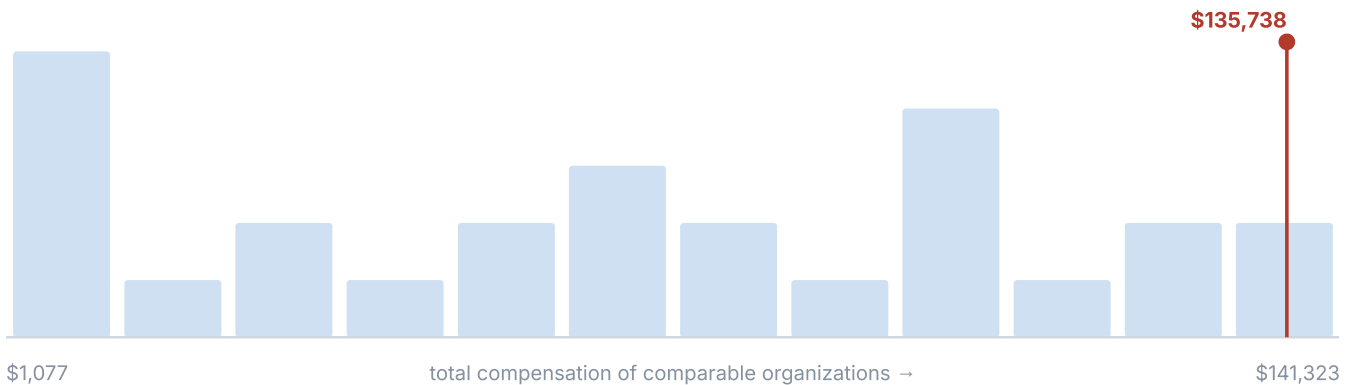
Benchmarked executive: Tom Hart — reported title “COMMISSIONER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N40).
BUDGET	Total revenue between \$322,205 and \$721,356 — 0.67x to 1.50x the subject's \$480,904 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N40), nationwide + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,237	\$30,082	\$68,929	\$100,989	\$123,127	\$135,738
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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 GA 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
California Fitness Fun Inc	CA	\$486,508	President	\$45,000	\$39,668	2024
St Charles County Youth Soccer	MO	\$488,019	Executive Director	\$89,819	\$99,985	2023
Northwest Conference	OR	\$459,760	Commissioner	\$89,704	\$82,850	2025
Omaha Sports Commission	NE	\$504,252	President/executive Director	\$111,294	\$125,809	2023
College Conference Of Illinois And	IL	\$516,931	Executive Dir.	\$13,905	\$13,956	2024
Ohio Valley Athletic Conference Inc	OH	\$539,037	Executive Director	\$31,212	\$32,878	2025
Nhb Futbol Club Inc	CA	\$543,450	President	\$33,068	\$29,150	2024
Angels Boxing Academy Limited	IL	\$411,044	President	\$106,888	\$110,444	2023
Tidal Wave Swim Foundation Inc	GA	\$407,922	President/head Coach	\$63,458	\$65,137	2024
Cascade Collegiate Conference	OR	\$562,728	Commissioner	\$153,015	\$141,323	2025
Overland Park Soccer	KS	\$398,597	Academy Director	\$49,458	\$54,546	2024
Jacksonville-onslow Sports Commission	NC	\$387,711	Executive Director	\$98,600	\$101,324	2025
American Rivers Conference	IA	\$583,725	Commissioner	\$60,000	\$67,067	2024
Robert Jacobson Sports Foundation Inc	NY	\$585,206	Leibel	\$150,000	\$138,372	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hopkinton Youth Soccer Inc	MA	\$588,975	Director	\$10,000	\$9,174	2024
Super Essex Conference	NJ	\$354,550	Executive Director	\$3,525	\$3,130	2025
The Fairfield County Interscholasti	CT	\$341,040	President	\$1,125	\$1,077	2024
Pine City Civic Center Association	MN	\$337,878	Treasurer	\$3,358	\$3,300	2025
Next Step Archery	WA	\$330,823	Vice Preside	\$10,154	\$9,281	2024
North Atlantic Conference Inc	ME	\$327,188	Executive Dir.	\$106,461	\$106,022	2025
Shorewood Swim Club Foundation Inc	WI	\$322,818	Executive Dir.	\$92,984	\$96,580	2025
Rmd Community Sports Association	WA	\$678,851	President	\$79,503	\$70,791	2025
Pine-richland Youth Center	PA	\$689,208	Executive Director - Through Dec 2023	\$118,311	\$120,445	2024
Denver City Lax	CO	\$689,768	Executive Director	\$87,500	\$85,652	2024
Usa Youth And High School Rugby	DC	\$695,335	Executive Director	\$92,125	\$82,528	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	26 organizations. Compensation range \$1,077–\$141,323; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$480,904); for reference, expenses \$470,102 and assets \$87,052.
ROLE MATCH	Tom Hart, reported title "COMMISSIONER", 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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	92 nd
Total compensation (D + F), as reported (no adjustments)	92 nd
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	88 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 (Tom Hart) 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 26 similarly situated organizations (Same NTEE sector (N40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$135,738 is reasonable (approximately the 92nd 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.