

Harleysville Soccer Assoc

Executive Director / CEO

This analysis benchmarks the total compensation of **Marc Meoli, Executive Director / CEO** (\$25,329) against **every comparable organization** that fit the selection criteria — **80** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

Benchmarked executive: Marc Meoli — reported title “EXEC DIRECTO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (N64).

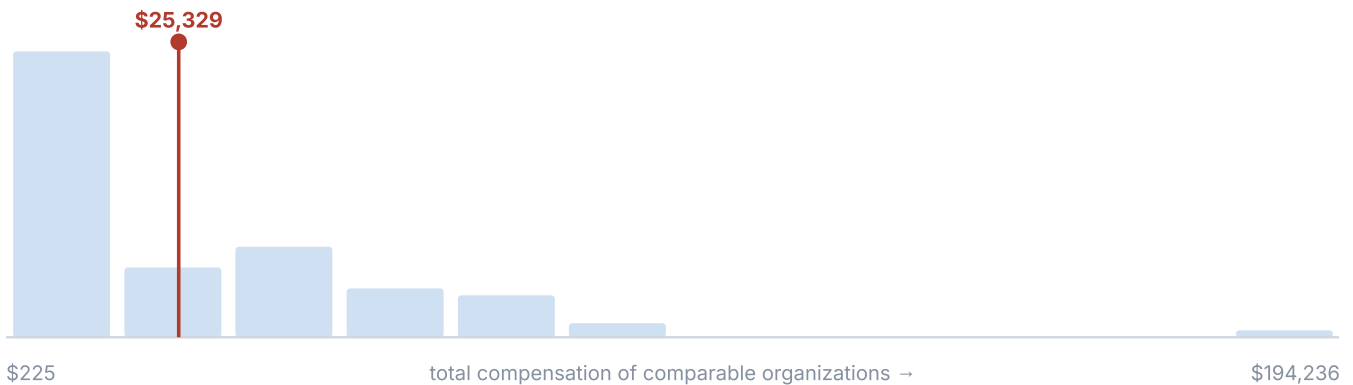
BUDGET Total revenue between \$121,652 and \$272,356 — 0.67x to 1.50x the subject's \$181,571 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

80 organizations qualified on sector, size, and geography

→ **80** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,329	\$5,613	\$14,772	\$42,420	\$64,949	\$25,329
---------	---------	----------	----------	----------	----------



■ 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
Arkansas Valley Soccer Association	AR	\$180,185	Member	\$544	\$613	2024
Texas Lightning Youth Soccer Club Inc	TX	\$184,885	Treasurer/secretary	\$10,000	\$10,327	2023
Colorado Soccer Academy	CO	\$176,257	Executive Di	\$20,500	\$19,712	2024
Gloucester Baystars Football Club Inc	VA	\$176,222	Director	\$6,327	\$5,968	2025
Washington Soccer Academy	MO	\$192,865	President	\$218	\$225	2025
Fremont Soccer Club Inc	NE	\$192,900	Director	\$15,285	\$16,485	2024
California Youth Soccer League	CA	\$169,719	Executive Di	\$47,500	\$42,345	2023
Paul Klover Soccer Assn Inc	MO	\$199,947	Pres/exec Di	\$9,300	\$10,170	2023
Alexandria Area Soccer Association	MN	\$200,816	President	\$725	\$700	2025
Pacesetter Soccer Club South	OH	\$201,227	Administrato	\$10,000	\$10,934	2023
Bilu International Soccer	SC	\$161,673	Copque	\$11,400	\$11,926	2024
Noreasters Soccer Academy Inc	NJ	\$202,902	Academy Director	\$6,500	\$5,669	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Twin County Soccer Association Inc	NJ	\$203,266	Vice Pres	\$2,238	\$2,063	2023
Southern Idaho Soccer League Inc	ID	\$159,683	President	\$2,500	\$2,746	2023
Canterbury Football Club Of Allen	IN	\$158,547	Director	\$42,000	\$44,414	2024
International Football Foundation	OH	\$158,050	President	\$47,450	\$50,396	2024
Oregon City Soccer Club	OR	\$205,215	President	\$14,000	\$13,037	2024
Peak Sports Academy	IA	\$206,110	Director Of Coaching	\$10,237	\$12,046	2022
All Star Soccer Academy Inc	IN	\$156,383	Treasurer	\$3,500	\$3,810	2023
Larchmont Junior Soccer League Inc	NY	\$155,250	Registrar	\$4,450	\$4,151	2023
Fayette Co Youth Soccer League Inc	GA	\$154,779	President	\$10,031	\$10,412	2023
North Royalton Soccer Club	OH	\$208,487	Rec League Director, Sponsors Coordinator And Paid Coach	\$2,805	\$3,067	2023
Stetson Futbol Association Inc	FL	\$209,332	Director Of Coaching & Player Development	\$22,500	\$20,649	2025
Paramus United Soccer Club	NJ	\$209,567	Vice President	\$12,500	\$11,191	2024
Abington Youth Soccer	PA	\$153,149	Vice Pres-travel	\$7,768	\$7,768	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.

● Sample, role match & sensitivity

PEER COUNT	80 organizations. Compensation range \$225–\$194,236; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$181,571); for reference, expenses \$177,350 and assets \$54,457.
ROLE MATCH	Marc Meoli, reported title "EXEC DIRECTO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	59 th
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	56 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 (Marc Meoli) 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 80 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$25,329 is reasonable (approximately the 59th 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.