

# Norcalathletics

Executive Director / CEO

EIN 201757052

CA · NTEE N60

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Paul Heuberger, Executive Director / CEO** (\$8,741) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 4<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Paul Heuberger — 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).

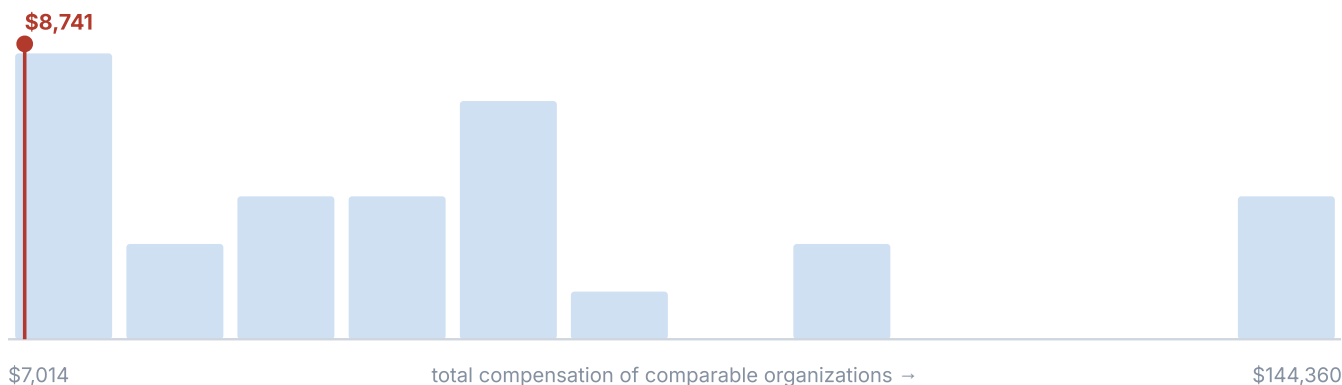
**BUDGET** Total revenue between \$289,480 and \$648,090 — 0.67x to 1.50x the subject's \$432,060 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (N60) + CA + budget 0.67–1.5x revenue.

**25** organizations qualified on sector, size, and geography

→ **25** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,880

\$18,705

\$46,763

\$61,917

\$119,130

**\$8,741**



## ■ 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 CA 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="#">Top Flight Elite</a>	CA	\$435,214	Ceo	\$33,000	<b>\$33,000</b>	2024
<a href="#">Amateur Athletic Union Of The United States Inc</a>	CA	\$422,422	Chairman & Director Of Coaching	\$51,342	<b>\$51,342</b>	2024
<a href="#">La Storm Youth Sports</a>	CA	\$442,600	President	\$60,000	<b>\$60,000</b>	2024
<a href="#">South Bay Nfinity Volleyball Club</a>	CA	\$418,514	Director Hea	\$48,000	<b>\$46,763</b>	2025
<a href="#">Bulldogs Inline Hockey Club</a>	CA	\$411,736	President	\$14,800	<b>\$14,800</b>	2024
<a href="#">We Are Volleyball Elite</a>	CA	\$453,711	President	\$136,669	<b>\$136,669</b>	2024
<a href="#">West Valley Drive Basketball</a>	CA	\$387,446	Director	\$144,360	<b>\$144,360</b>	2024
<a href="#">Football Alliance Inc</a>	CA	\$482,138	Treasurer	\$30,833	<b>\$30,038</b>	2025
<a href="#">Capo Boxing Gym Inc</a>	CA	\$492,230	President	\$52,000	<b>\$53,536</b>	2023
<a href="#">Samba Futsal Foundation</a>	CA	\$366,927	President & Ceo	\$88,926	<b>\$88,926</b>	2024
<a href="#">Firecrackers Leles</a>	CA	\$363,157	President	\$15,000	<b>\$15,000</b>	2024
<a href="#">San Francisco Juniors Volleyball Club</a>	CA	\$502,252	Secretary	\$17,055	<b>\$17,055</b>	2024
<a href="#">Sports For Exceptional Athletes</a>	CA	\$354,331	Executive Director	\$68,952	<b>\$68,952</b>	2024
<a href="#">San Diego Rhythms Inc</a>	CA	\$345,623	Director, Gymnastics Head Coach	\$136,500	<b>\$136,500</b>	2024
<a href="#">Norcal Flag Football</a>	CA	\$345,376	President	\$40,000	<b>\$41,181</b>	2023
<a href="#">310 Sports Academy</a>	CA	\$338,551	Executive Director	\$19,200	<b>\$18,705</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Rugby Norcal Inc</a>	CA	\$330,731	Executive Dir.	\$61,917	<b>\$61,917</b>	2024
<a href="#">Mens Collegiate Lacrosse</a>	CA	\$536,413	President	\$10,000	<b>\$10,000</b>	2024
<a href="#">Beachvolleyballcampscom</a>	CA	\$324,575	President	\$24,000	<b>\$24,000</b>	2024
<a href="#">Paralyzed Veterans Of America</a>	CA	\$320,743	Executive Di	\$93,076	<b>\$93,076</b>	2024
<a href="#">Angels-murphys-arnold Boosters Club Inc</a>	CA	\$316,809	Executive Secre	\$7,200	<b>\$7,014</b>	2025
<a href="#">Community Sports Foundation Inc</a>	CA	\$315,020	Executive Director	\$15,750	<b>\$15,750</b>	2024
<a href="#">Santa Barbara Water Polo Club Inc</a>	CA	\$309,215	Executive Director	\$54,240	<b>\$58,131</b>	2022
<a href="#">Inter Tribal Sports Inc</a>	CA	\$562,698	Executive Dir.	\$44,908	<b>\$44,908</b>	2024
<a href="#">Foundation For Interscholastic Youth</a>	CA	\$587,796	Ceo	\$61,000	<b>\$61,000</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	25 organizations. Compensation range \$7,014–\$144,360; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$432,060); for reference, expenses \$412,224 and assets \$51,825.
ROLE MATCH	Paul Heuberger, reported title <i>"President"</i> , 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**      3 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	4 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	4 <sup>th</sup>
Reportable pay only (column D), adjusted	4 <sup>th</sup>
All sources (D + E + F), adjusted	4 <sup>th</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 (Paul Heuberger) 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 25 similarly situated organizations (Same NTEE sector (N60) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,741 is reasonable (approximately the 4<sup>th</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.