

Encinitas Mustang Lacrosse Inc

Executive Director / CEO

EIN 203380974

CA · NTEE N60

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Hans Hergenroeder, Executive Director / CEO** (\$5,000) against **every comparable organization** that fit the selection criteria — **118** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

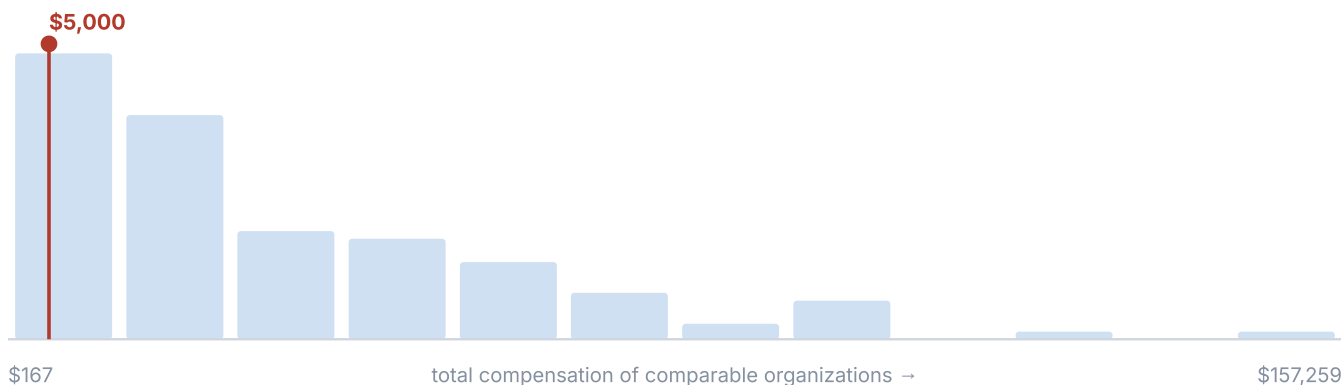
Benchmarked executive: Hans Hergenroeder — reported title "DIRECTOR, PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between \$128,246 and \$287,118 — 0.67x to 1.50x the subject's \$191,412 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

118 organizations qualified on sector, size, and geography → **118** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,128	\$10,206	\$21,563	\$49,839	\$71,697	\$5,000
---------	----------	----------	----------	----------	---------

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 16TH
------	------	--------	------	------	-----------------



■ 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
Glenwood Springs Youth	CO	\$191,450	Director	\$29,307	\$33,405	2024
Pro Vision Foundation	WA	\$191,046	Executive Di	\$46,250	\$49,223	2024
Huns Rfc	TX	\$194,811	Director Or	\$4,000	\$4,757	2024
Us Backgammon Association Inc	MN	\$187,908	Member Services	\$13,350	\$15,680	2024
Southside Swarm Volleyball Club Inc	MO	\$196,383	Director	\$49,500	\$62,323	2024
Edina Lacrosse Association	MN	\$196,464	Director Of Girls Coach &	\$4,240	\$4,980	2024
Allegro Dancers Inc	CA	\$196,849	Assistant Treasurer	\$3,017	\$3,188	2023
Cape Cod Challenger Club Inc	MA	\$185,820	Director	\$52,000	\$57,187	2023
Youth Life Skills Fore Greater El Paso	TX	\$197,990	Executive Director	\$42,319	\$51,808	2023
West Berkeley Foundation For Community	CA	\$198,352	Executive Director	\$26,747	\$27,455	2024
Asheville-biltmore Volleyball Academy And Youth Athletic Associa	NC	\$202,788	President/exec Dir	\$26,069	\$32,020	2024
New Jersey Soccer Association	NJ	\$179,663	Executive Director	\$49,107	\$50,775	2025
Raise The Bar Initiative	IA	\$204,240	President	\$17,800	\$22,571	2025
College Park Tumbleweeds Gymnastics Inc	GA	\$204,336	President & Ceo	\$5,000	\$5,976	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sport Disciple	MD	\$204,529	Director/president	\$43,000	\$47,788	2024
Mackinac Horsemen's Association	MI	\$177,685	Executive Director	\$9,486	\$11,983	2023
Club South Volleyball	WA	\$205,237	Director	\$16,216	\$17,258	2024
Ballard Football Club Foundation	WA	\$206,398	Director	\$13,628	\$14,504	2024
Girls On The Run Of Eastern Iowa	IA	\$207,166	Executive Dir.	\$54,282	\$68,831	2025
South Bend Cubs Foundation Inc	IN	\$207,459	Exec Director	\$5,500	\$7,098	2023
Ohio Association Of Track	OH	\$207,802	President	\$500	\$629	2024
Mountain Monsters Volleyball Club	WV	\$208,074	Co-director	\$18,050	\$23,232	2024
Leech Lake Area Amateur Hockey	MN	\$208,816	Board Membergambling Manager	\$21,087	\$24,769	2024
Vail Volleyball Club	CO	\$172,602	Executive Di	\$25,564	\$29,999	2023
Ivy League Youth Sports Academy	NE	\$210,787	Ceo	\$123,000	\$157,259	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 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 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.

Sample, role match & sensitivity

PEER COUNT 118 organizations. Compensation range \$167–\$157,259; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$191,412); for reference, expenses \$197,048 and assets \$106,370.
ROLE MATCH	Hans Hergenroeder, reported title " <i>DIRECTOR, PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	2 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	16 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	16 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 (Hans Hergenroeder) 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 118 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,000 is reasonable (approximately the 16th 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.