

New Jersey Soccer Association

Executive Director / CEO

EIN 223487104
 NJ · NTEE N60Z
 FY ending 2025-08-31
June 9, 2026

This analysis benchmarks the total compensation of **Pat Versallona, Executive Director / CEO** (\$49,107) against **every comparable organization** that fit the selection criteria — **100** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 81st percentile of comparable organizations

within the typical range

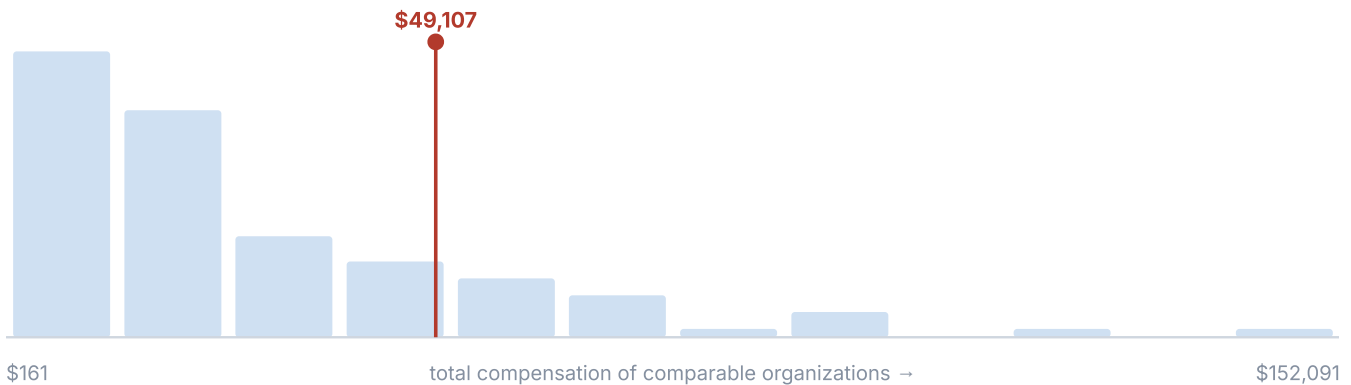
Benchmarked executive: Pat Versallona — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N60Z).
BUDGET	Total revenue between \$120,374 and \$269,494 — 0.67x to 1.50x the subject's \$179,663 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

100 organizations qualified on sector, size, and geography → **100** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,064	\$9,164	\$20,064	\$41,205	\$66,147	\$49,107
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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 NJ 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
Mackinac Horsemen's Association	MI	\$177,685	Executive Director	\$9,486	\$11,589	2023
Cape Cod Challenger Club Inc	MA	\$185,820	Director	\$52,000	\$55,308	2023
Vail Volleyball Club	CO	\$172,602	Executive Di	\$25,564	\$29,013	2023
Us Backgammon Association Inc	MN	\$187,908	Member Services	\$13,350	\$15,165	2024
Pro Vision Foundation	WA	\$191,046	Executive Di	\$46,250	\$47,605	2024
Encinitas Mustang Lacrosse Inc	CA	\$191,412	Director, President	\$5,000	\$4,836	2025
Glenwood Springs Youth	CO	\$191,450	Director	\$29,307	\$32,307	2024
Texas Kingdom Christian Sports	TX	\$165,049	Treasurer	\$8,250	\$9,487	2024
Girls On The Run Of Middle Tennessee	TN	\$164,935	Executive Dir.	\$25,149	\$29,608	2025
Huns Rfc	TX	\$194,811	Director Or	\$4,000	\$4,600	2024
Southside Swarm Volleyball Club Inc	MO	\$196,383	Director	\$49,500	\$60,275	2024
Edina Lacrosse Association	MN	\$196,464	Director Of Girls Coach &	\$4,240	\$4,816	2024
Allegro Dancers Inc	CA	\$196,849	Assistant Treasurer	\$3,017	\$3,083	2023
Transcend Foundation	CA	\$161,957	Executive Dir.	\$36,500	\$37,305	2023
Youth Life Skills Fore Greater El Paso	TX	\$197,990	Executive Director	\$42,319	\$50,105	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
West Berkeley Foundation For Community	CA	\$198,352	Executive Director	\$26,747	\$26,553	2024
Skating Club Of Andover Inc	MA	\$159,247	President	\$5,120	\$5,446	2023
Asheville-biltmore Volleyball Academy And Youth Athletic Associa	NC	\$202,788	President/exec Dir	\$26,069	\$30,968	2024
Raise The Bar Initiative	IA	\$204,240	President	\$17,800	\$21,829	2025
College Park Tumbleweeds Gymnastics Inc	GA	\$204,336	President & Ceo	\$5,000	\$5,779	2024
Sport Disciple	MD	\$204,529	Director/president	\$43,000	\$46,218	2024
Club South Volleyball	WA	\$205,237	Director	\$16,216	\$16,691	2024
Ballard Football Club Foundation	WA	\$206,398	Director	\$13,628	\$14,028	2024
Girls On The Run Of Eastern Iowa	IA	\$207,166	Executive Dir.	\$54,282	\$66,569	2025
South Bend Cubs Foundation Inc	IN	\$207,459	Exec Director	\$5,500	\$6,865	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 **100** organizations. Compensation range \$161–\$152,091; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$179,663); for reference, expenses \$137,449 and assets \$107,603.

ROLE MATCH	Pat Versallona, reported title <i>"Executive Director"</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	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	81st
Total compensation (D + F), as reported (no adjustments)	86th
Reportable pay only (column D), adjusted	81st
All sources (D + E + F), adjusted	81st

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 (Pat Versallona) 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 100 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,107 is reasonable (approximately the 81st 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.