

# Central Coast All Star Football

Executive Director / CEO

EIN 331809776

CA · NTEE N65

FY ending 2025-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Jessica Ruffoni, Executive Director / CEO** (\$1,000) against **every comparable organization** that fit the selection criteria — **894** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Jessica Ruffoni — reported title “TREASURER”, 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 (N65).
BUDGET	Total revenue between \$132,643 and \$296,964 — 0.67x to 1.50x the subject's \$197,976 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

**894** organizations qualified on sector, size, and geography → **894** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,877	\$9,333	\$25,108	\$55,802	\$79,491	<b>\$1,000</b>
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 3RD
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\$1,000



## ● 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="#">Harris Park Midtown Sports &amp; Activities Center</a>	MO	\$197,973	Executive Director	\$71,750	<b>\$90,335</b>	2024
<a href="#">Youth Life Skills Fore Greater El Paso</a>	TX	\$197,990	Executive Director	\$42,319	<b>\$51,808</b>	2023
<a href="#">Premier Athletics Club Inc</a>	VA	\$198,000	Director	\$49,500	<b>\$56,814</b>	2024
<a href="#">Networks Inc</a>	NC	\$197,832	President	\$73,150	<b>\$92,501</b>	2023
<a href="#">Boardgame Players Association Inc</a>	CT	\$197,705	President Director	\$67,773	<b>\$77,768</b>	2023
<a href="#">West Berkeley Foundation For Community</a>	CA	\$198,352	Executive Director	\$26,747	<b>\$27,455</b>	2024
<a href="#">Uga Hockey Foundation Inc</a>	GA	\$198,358	Head Coach	\$9,352	<b>\$11,980</b>	2022
<a href="#">Villages Baseball Association Inc</a>	FL	\$198,618	Director - Advanced Baseba	\$1,075	<b>\$1,200</b>	2024
<a href="#">Club Prime</a>	CA	\$197,265	Director	\$13,050	<b>\$13,395</b>	2024
<a href="#">Stone City Softball Inc</a>	IL	\$198,811	Director	\$6,105	<b>\$7,135</b>	2024
<a href="#">Rogers Lions Club</a>	MN	\$197,134	Gambling Manager	\$14,400	<b>\$16,914</b>	2024
<a href="#">Brighton Snowmobile Club Inc</a>	VT	\$198,852	President	\$1,709	<b>\$1,992</b>	2025
<a href="#">Indian Hill Schools Booster</a>	OH	\$198,916	Bravesline Manager	\$17,500	<b>\$21,465</b>	2025
<a href="#">The Natasha Watley Foundation</a>	CA	\$197,027	Executive Di	\$30,000	<b>\$30,794</b>	2024
<a href="#">Allegro Dancers Inc</a>	CA	\$196,849	Assistant Treasurer	\$3,017	<b>\$3,188</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mcqueen Athletic Club</a>	MT	\$196,752	Treasurer/secretary	\$11,880	<b>\$15,673</b>	2023
<a href="#">Edina Lacrosse Association</a>	MN	\$196,464	Director Of Girls Coach &	\$4,240	<b>\$4,980</b>	2024
<a href="#">Southside Swarm Volleyball Club Inc</a>	MO	\$196,383	Director	\$49,500	<b>\$62,323</b>	2024
<a href="#">Brainerd Blue Line Boosters</a>	MN	\$199,593	Chair Member	\$20,000	<b>\$24,186</b>	2023
<a href="#">Clarksburg Baseball &amp; Softball Inc</a>	MD	\$199,636	Vice President	\$8,000	<b>\$8,891</b>	2024
<a href="#">Greater Pottstown Tennis &amp; Learning</a>	PA	\$196,238	Exec Directo	\$73,980	<b>\$87,697</b>	2024
<a href="#">Veterans Of Foreign Wars Mckeown-</a>	PA	\$196,021	President	\$15,900	<b>\$18,849</b>	2024
<a href="#">Paul Klover Soccer Assn Inc</a>	MO	\$199,947	Pres/exec Di	\$9,300	<b>\$12,055</b>	2023
<a href="#">Challis Golf And Recreation Association</a>	ID	\$200,019	Clubhouse Mgr	\$15,879	<b>\$20,080</b>	2024
<a href="#">American Safe Climbing Association</a>	CO	\$200,225	Treasurer And Executive Director	\$52,000	<b>\$61,022</b>	2023

**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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **894** organizations. Compensation range \$1–\$403,549; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$197,976); for reference, expenses \$179,998 and assets \$17,978.
ROLE MATCH	Jessica Ruffoni, reported title " <i>TREASURER</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	4 <sup>th</sup>
Reportable pay only (column D), adjusted	7 <sup>th</sup>
All sources (D + E + F), adjusted	3 <sup>rd</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 (Jessica Ruffoni) 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 894 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,000 is reasonable (approximately the 3<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.