

# Soccer Club Of Saint Cloud Inc

Executive Director / CEO

EIN 464207453

FL · NTEE O50

FY ending 2024-05-31

June 9, 2026

This analysis benchmarks the total compensation of **Jose Herodier, Executive Director / CEO** (\$28,527) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23<sup>rd</sup>** percentile of comparable organizations below the typical range for comparable organizations

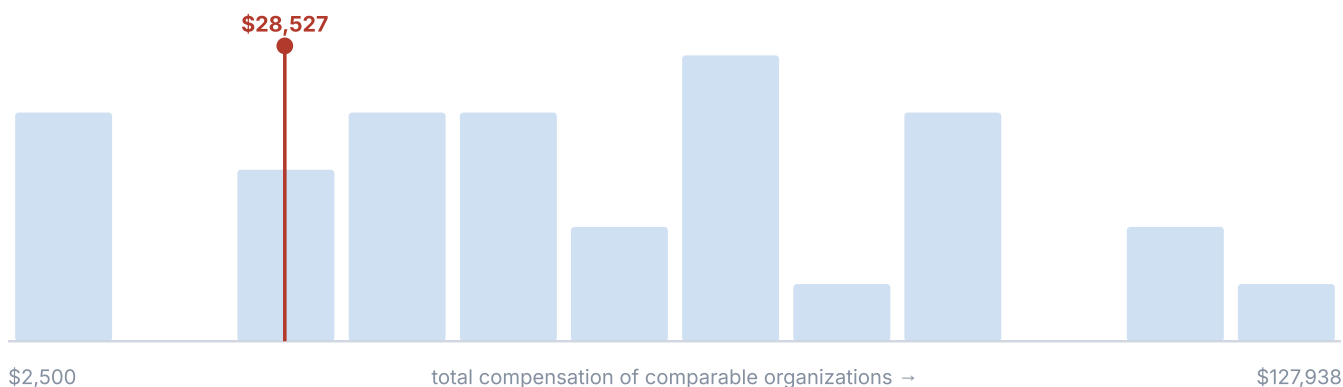
**Benchmarked executive:** Jose Herodier — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$158,279 and \$354,357 — 0.67x to 1.50x the subject's \$236,238 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50) + FL + budget 0.67–1.5x revenue.

**30** organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,395	\$35,082	\$55,762	\$76,500	\$97,636	\$28,527
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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 FL 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="#">Gold Coast Junior Golf Foundation Inc</a>	FL	\$235,824	Dir & President	\$2,500	<b>\$2,500</b>	2024
<a href="#">Mother Oliver S Place Inc</a>	FL	\$238,473	Director	\$110,000	<b>\$110,000</b>	2024
<a href="#">Pensacola's Promise Inc</a>	FL	\$233,241	Executive Di	\$75,000	<b>\$75,000</b>	2024
<a href="#">Connect To Greatness Inc</a>	FL	\$243,758	Executive Dir.	\$90,000	<b>\$90,000</b>	2024
<a href="#">Lampighter Academic And Mentoring Program Inc</a>	FL	\$244,343	Exec Director	\$11,550	<b>\$11,550</b>	2024
<a href="#">Youth Empowered To Prosper Inc</a>	FL	\$227,499	Executive Dir.	\$86,772	<b>\$86,772</b>	2024
<a href="#">Mahogany Youth Corporation</a>	FL	\$226,016	Director	\$32,434	<b>\$34,761</b>	2022
<a href="#">Pathway 2 Success Inc</a>	FL	\$261,629	President	\$110,222	<b>\$113,478</b>	2023
<a href="#">On Mission Martial Arts Inc</a>	FL	\$209,821	President	\$57,100	<b>\$57,100</b>	2024
<a href="#">Under The Lights Flag Football Foundation Inc</a>	FL	\$267,380	President	\$24,320	<b>\$25,038</b>	2023
<a href="#">Buddy Baseball Inc</a>	FL	\$195,412	President	\$25,000	<b>\$25,000</b>	2024
<a href="#">Hope Outreach Ministries For Every-1</a>	FL	\$195,263	Executive Dir.	\$4,400	<b>\$4,530</b>	2023
<a href="#">Truly Valued Inc</a>	FL	\$280,899	Ceo	\$75,000	<b>\$75,000</b>	2024
<a href="#">Happystars Youth Program Inc</a>	FL	\$287,279	President	\$50,385	<b>\$50,385</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Funducation Inc</a>	FL	\$184,475	Founder/ceo/executive Director	\$93,449	<b>\$93,449</b>	2024
<a href="#">Faith Youth Services Inc</a>	FL	\$292,943	Executive Director (Ceo)	\$77,000	<b>\$77,000</b>	2024
<a href="#">Sports Konnect Inc</a>	FL	\$179,372	Ceo	\$37,000	<b>\$36,046</b>	2025
<a href="#">Cmj Academy Inc</a>	FL	\$173,966	President	\$63,942	<b>\$62,294</b>	2025
<a href="#">Posability Inc</a>	FL	\$300,091	President	\$27,575	<b>\$28,389</b>	2023
<a href="#">Girls Rock St Pete Inc</a>	FL	\$165,821	Director	\$68,083	<b>\$68,083</b>	2024
<a href="#">Propelling Into Triumph Inc</a>	FL	\$309,296	President	\$74,231	<b>\$74,231</b>	2024
<a href="#">Pinellas County Hunter Associationinc</a>	FL	\$309,553	Show Secretary	\$10,000	<b>\$10,000</b>	2024
<a href="#">End It Corporation</a>	FL	\$310,168	Executive Director	\$49,500	<b>\$49,500</b>	2024
<a href="#">Lakeland Aero Club Inc</a>	FL	\$312,837	President	\$49,500	<b>\$49,500</b>	2024
<a href="#">Sozo Missions Inc</a>	FL	\$317,173	Vice President	\$54,423	<b>\$54,423</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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** 30 organizations. Compensation range \$2,500–\$127,938; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$236,238); for reference, expenses \$205,321 and assets \$89,173.

**ROLE MATCH** Jose Herodier, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	23 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	23 <sup>rd</sup>
Reportable pay only (column D), adjusted	23 <sup>rd</sup>
All sources (D + E + F), adjusted	23 <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 (Jose Herodier) 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 30 similarly situated organizations (Same NTEE sector (O50) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,527 is reasonable (approximately the 23<sup>rd</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 9, 2026.