

Lone Star Field Hockey

Executive Director / CEO

This analysis benchmarks the total compensation of **Adam Falla, Executive Director / CEO** (\$65,000) against **every comparable organization** that fit the selection criteria — **186** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

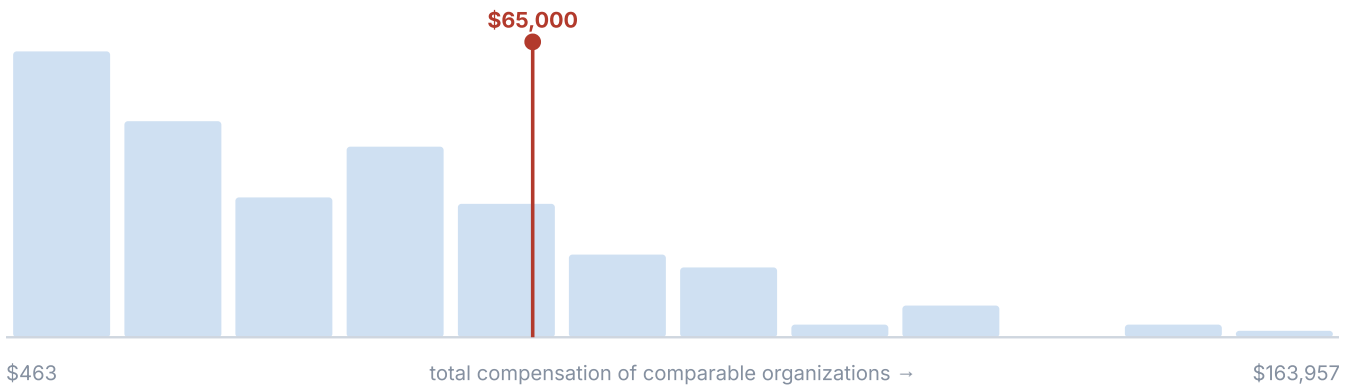
Benchmarked executive: Adam Falla — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between \$251,160 and \$562,300 — 0.67x to 1.50x the subject's \$374,867 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

186 organizations qualified on sector, size, and geography → **186** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,774	\$14,777	\$37,944	\$59,980	\$82,998	\$65,000
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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 TX 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
Southern Swing Volleyball Assn	TX	\$375,052	Sec Treas	\$36,000	\$36,000	2023
Rock Ridge Youth Hockey Association	MN	\$368,722	Scheduler	\$6,000	\$5,757	2024
The Cedar Bluff Farragut Optimist Youth	TN	\$382,607	Vice President	\$4,800	\$4,899	2024
Samba Futsal Foundation	CA	\$366,927	President & Ceo	\$88,926	\$74,562	2024
Utah Youth Rugby	UT	\$364,901	President	\$50,000	\$49,691	2024
Rocky Mountain Roller Hockey League Inc	CO	\$363,708	Secretary	\$35,000	\$32,588	2024
Grassland Athletic Association Inc	TN	\$386,501	Program Dire	\$75,050	\$76,601	2024
Firecrackers Leles	CA	\$363,157	President	\$15,000	\$12,577	2024
Buffalo Turners Inc	NY	\$386,668	Finan.secretary	\$41,752	\$37,716	2023
West Valley Drive Basketball	CA	\$387,446	Director	\$144,360	\$121,041	2024
Usa Youth Education In Shooting Spo	UT	\$359,701	President	\$15,000	\$14,907	2024
Southern Kentucky Elite Volleyball	KY	\$359,688	Coach	\$24,525	\$26,341	2023
Oiler Attack Club Inc	OH	\$390,474	President	\$16,000	\$16,031	2025
Finger Lakes Wrestling Club Inc	NY	\$359,137	Director	\$50,000	\$45,167	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New England Youth Cycling Inc	MA	\$391,007	Vice-president And Board Member	\$31,250	\$27,267	2024
Chugiak Youth Sports Association	AK	\$391,749	Program Director	\$94,875	\$90,677	2023
Crw Events	SC	\$356,310	Event Director	\$85,000	\$83,885	2025
Nebraska Juniors Volleyball Club	NE	\$355,951	Director	\$7,123	\$7,659	2023
Missoula Mountain Bike Coalition	MT	\$355,903	Executive Di	\$65,424	\$68,479	2024
South River Volleyball Club Inc	MD	\$355,373	Club Director	\$6,933	\$6,294	2024
Capoeiradc	DC	\$355,097	Exec Director & Contramestre	\$55,000	\$46,865	2024
Sports For Exceptional Athletes	CA	\$354,331	Executive Director	\$68,952	\$57,814	2024
Active Central Mn	MN	\$353,833	President	\$14,200	\$13,625	2024
Indy Criterium Inc	IN	\$353,385	Executive Dir.	\$50,417	\$51,627	2024
Revival Sport Inc	TX	\$396,660	President	\$53,000	\$51,479	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2023 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 TX 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 **186** organizations. Compensation range \$463–\$163,957; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$374,867); for reference, expenses \$347,501 and assets \$306,042.
ROLE MATCH	Adam Falla, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	2 peers 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	79 th
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	79 th
All sources (D + E + F), adjusted	79 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 (Adam Falla) 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 186 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,000 is reasonable (approximately the 79th 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.