

Hernando Soccer Club Inc

Executive Director / CEO

EIN 592806980

FL · NTEE N64

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Angie Rodeo, Executive Director / CEO** (\$5,400) against **every comparable organization** that fit the selection criteria — **166** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

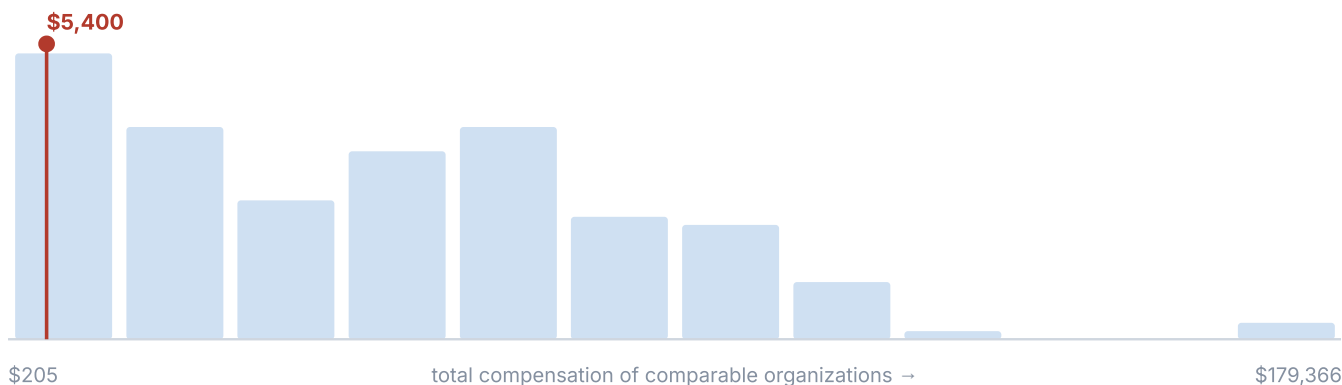
Benchmarked executive: Angie Rodeo — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N64).
BUDGET	Total revenue between \$308,112 and \$689,805 — 0.67x to 1.50x the subject's \$459,870 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

166 organizations qualified on sector, size, and geography → **166** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,304	\$20,104	\$49,478	\$71,699	\$96,332	\$5,400
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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
Des Moines Soccer Club	IA	\$459,360	President	\$11,040	\$13,248	2023
West Florida Soccer Club Inc	FL	\$463,075	President	\$950	\$950	2024
Ac Inspire	PA	\$455,175	President	\$52,450	\$55,678	2024
Cyclone Soccer Hollywood Inc	FL	\$467,992	President	\$53,000	\$53,000	2024
Fff Academy Inc	FL	\$450,849	Officer	\$74,000	\$74,000	2024
Wilmington Soccer Academy	NC	\$469,581	President Treasurer	\$53,750	\$59,119	2024
Future Soccer Inc	NE	\$448,842	President	\$77,371	\$88,583	2024
North Carolina Rush Triad Soccer Club Inc	NC	\$472,369	Vice President - Operations	\$61,291	\$69,404	2023
Essex County Youth Soccer Association	MA	\$472,877	Referee Assignor	\$30,500	\$29,175	2024
Bridge City Soccer Academy	OR	\$478,987	President & Executive Director	\$63,935	\$65,069	2023
Real Billings Fc	MT	\$439,012	Director Registrar	\$17,000	\$19,507	2024
Mchenry Area Soccer Federation Inc	IL	\$438,126	Director	\$1,055	\$1,104	2024
Northern New Mexico Soccer	NM	\$482,064	Executive Di	\$48,771	\$57,488	2023
New Mexico Soccer Academy Inc	NM	\$437,643	Girls Director	\$51,000	\$60,115	2023
Sanford Area Soccer League	NC	\$437,580	Executive Di	\$19,050	\$20,953	2024
Sporting Fc Inc	CA	\$437,078	Cfo	\$57,936	\$53,254	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Capital Soccer Club Inc	VT	\$483,640	Dir Of Admin	\$67,383	\$72,196	2024
Dillsburg Area Soccer Club	PA	\$484,650	Member At La	\$6,740	\$7,366	2023
Champlain Valley Educator Development	VT	\$485,885	Executive Director	\$108,280	\$119,441	2023
Inter-united Soccer Club Corporation	FL	\$433,580	President	\$6,250	\$6,250	2024
America Fc Inc	MA	\$433,575	President	\$37,735	\$36,096	2024
Southwest Soccer Club	CA	\$432,946	Ceo	\$70,000	\$68,959	2022
Niskayuna Soccer Club Inc	NY	\$487,589	Coaching Coordinator	\$10,250	\$9,605	2025
Mcfarland Soccer Club Inc	WI	\$431,250	Field Coordinator	\$6,185	\$6,876	2024
Pelada Football Academy	OR	\$430,654	Executive Director	\$60,270	\$59,579	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.

■ Sample, role match & sensitivity

PEER COUNT 166 organizations. Compensation range \$205–\$179,366; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$459,870); for reference, expenses \$381,580 and assets \$396,136.

ROLE MATCH Angie Rodeo, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this 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 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	11 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	10 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 (Angie Rodeo) 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 10, 2026, comparing compensation against 166 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,400 is reasonable (approximately the 11th 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 10, 2026.