

Bridge City Soccer Academy

Executive Director / CEO

This analysis benchmarks the total compensation of **Rochelle Hearn, Executive Director / CEO** (\$63,935) against **every comparable organization** that fit the selection criteria — **170** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

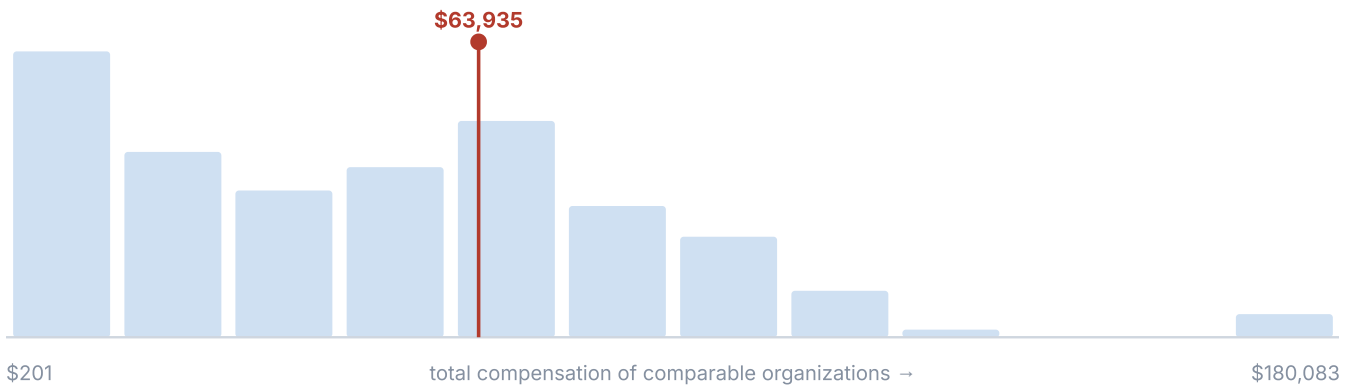
Benchmarked executive: Rochelle Hearn — reported title “President & Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

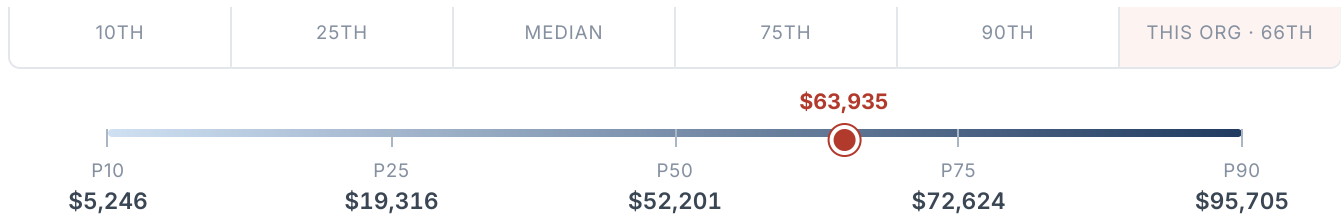
SECTOR	Organizations sharing the subject's NTEE classification (N64).
BUDGET	Total revenue between \$320,921 and \$718,480 — 0.67x to 1.50x the subject's \$478,987 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

170 organizations qualified on sector, size, and geography → **170** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,246	\$19,316	\$52,201	\$72,624	\$95,705	\$63,935
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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 OR 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
Northern New Mexico Soccer	NM	\$482,064	Executive Di	\$48,771	\$56,486	2023
Capital Soccer Club Inc	VT	\$483,640	Dir Of Admin	\$67,383	\$70,938	2024
Dillsburg Area Soccer Club	PA	\$484,650	Member At La	\$6,740	\$7,238	2023
Essex County Youth Soccer Association	MA	\$472,877	Referee Assignor	\$30,500	\$28,667	2024
North Carolina Rush Triad Soccer Club Inc	NC	\$472,369	Vice President - Operations	\$61,291	\$68,195	2023
Champlain Valley Educator Development	VT	\$485,885	Executive Director	\$108,280	\$117,359	2023
Niskayuna Soccer Club Inc	NY	\$487,589	Coaching Coordinator	\$10,250	\$9,438	2025
Wilmington Soccer Academy	NC	\$469,581	President Treasurer	\$53,750	\$58,089	2024
Polonia Youth Soccer Club	WI	\$489,625	Executive Director	\$20,000	\$22,492	2023
Georgetown Football Club Inc	KY	\$489,744	President	\$4,675	\$5,254	2024
Cyclone Soccer Hollywood Inc	FL	\$467,992	President	\$53,000	\$52,076	2024
Cascade Soccer Club	WA	\$490,773	Director	\$47,951	\$44,902	2024
Cottonwood Football Club	UT	\$492,452	President	\$12,000	\$12,846	2024
Advantage Academy Inc	AR	\$493,419	Ceo	\$79,984	\$94,035	2024
West Florida Soccer Club Inc	FL	\$463,075	President	\$950	\$934	2024
Rising Stars World Soccer Inc	FL	\$495,462	Director	\$48,000	\$47,164	2024
Saints Soccer Academy	OR	\$496,234	President	\$101,100	\$101,100	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hernando Soccer Club Inc	FL	\$459,870	President	\$5,400	\$5,306	2024
Amherst Soccer Association Inc	NY	\$498,408	Director Of Coaching	\$55,924	\$54,417	2023
Waunakee Area Soccer Club	WI	\$498,606	Treasurer	\$38,000	\$40,438	2025
Des Moines Soccer Club	IA	\$459,360	President	\$11,040	\$13,017	2023
Ac Inspire	PA	\$455,175	President	\$52,450	\$54,707	2024
Urban Champions Academy	TX	\$503,861	President & Ceo	\$22,000	\$23,018	2024
Tyler Soccer Association Inc	TX	\$505,880	Registrar/of	\$21,000	\$21,972	2024
Fff Academy Inc	FL	\$450,849	Officer	\$74,000	\$72,710	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	170 organizations. Compensation range \$201–\$180,083; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$478,987); for reference, expenses \$421,587 and assets \$168,799.
ROLE MATCH	Rochelle Hearn, reported title " <i>President & Executive Director</i> ", 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	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	66 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	66 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 (Rochelle Hearn) 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 170 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,935 is reasonable (approximately the 66th 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.