

Essex County Youth Soccer Association

Executive Director / CEO

EIN **043103682**
 MA · NTEE N64Z
 FY ending 2024-08-31
June 10, 2026

This analysis benchmarks the total compensation of **Benjamin Reed, Executive Director / CEO** (\$30,500) against **every comparable organization** that fit the selection criteria — **167** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

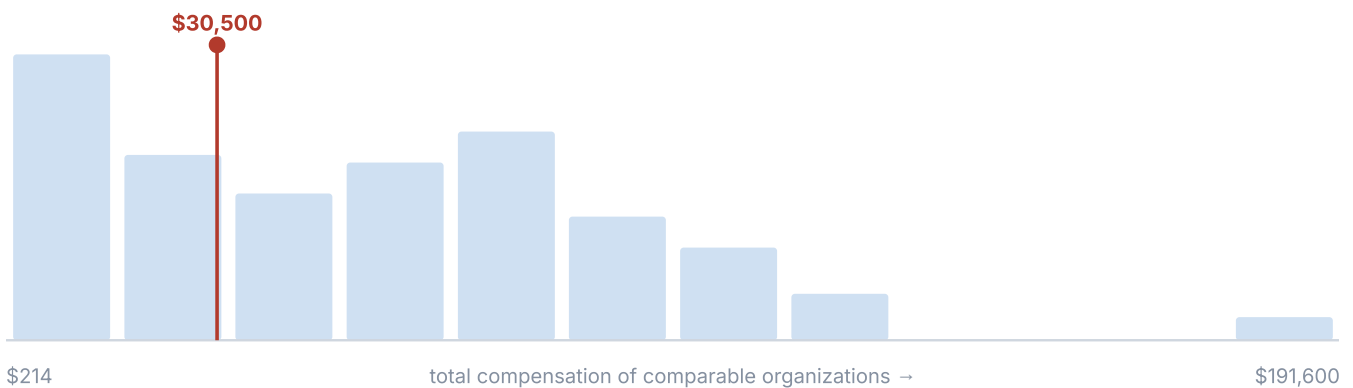
Benchmarked executive: Benjamin Reed — reported title “REFEREE ASSIGNOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N64Z).
BUDGET	Total revenue between \$316,827 and \$709,315 — 0.67x to 1.50x the subject's \$472,877 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

167 organizations qualified on sector, size, and geography → **167** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,553	\$20,435	\$51,758	\$74,878	\$100,682	\$30,500
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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 MA 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
North Carolina Rush Triad Soccer Club Inc	NC	\$472,369	Vice President - Operations	\$61,291	\$72,556	2023
Wilmington Soccer Academy	NC	\$469,581	President Treasurer	\$53,750	\$61,804	2024
Cyclone Soccer Hollywood Inc	FL	\$467,992	President	\$53,000	\$55,407	2024
Bridge City Soccer Academy	OR	\$478,987	President & Executive Director	\$63,935	\$68,023	2023
Northern New Mexico Soccer	NM	\$482,064	Executive Di	\$48,771	\$60,099	2023
West Florida Soccer Club Inc	FL	\$463,075	President	\$950	\$993	2024
Capital Soccer Club Inc	VT	\$483,640	Dir Of Admin	\$67,383	\$75,475	2024
Dillsburg Area Soccer Club	PA	\$484,650	Member At La	\$6,740	\$7,701	2023
Hernando Soccer Club Inc	FL	\$459,870	President	\$5,400	\$5,645	2024
Champlain Valley Educator Development	VT	\$485,885	Executive Director	\$108,280	\$124,865	2023
Des Moines Soccer Club	IA	\$459,360	President	\$11,040	\$13,849	2023
Niskayuna Soccer Club Inc	NY	\$487,589	Coaching Coordinator	\$10,250	\$10,042	2025
Polonia Youth Soccer Club	WI	\$489,625	Executive Director	\$20,000	\$23,931	2023
Georgetown Football Club Inc	KY	\$489,744	President	\$4,675	\$5,589	2024
Ac Inspire	PA	\$455,175	President	\$52,450	\$58,206	2024
Cascade Soccer Club	WA	\$490,773	Director	\$47,951	\$47,774	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cottonwood Football Club	UT	\$492,452	President	\$12,000	\$13,667	2024
Advantage Academy Inc	AR	\$493,419	Ceo	\$79,984	\$100,049	2024
Fff Academy Inc	FL	\$450,849	Officer	\$74,000	\$77,360	2024
Rising Stars World Soccer Inc	FL	\$495,462	Director	\$48,000	\$50,180	2024
Saints Soccer Academy	OR	\$496,234	President	\$101,100	\$107,565	2023
Future Soccer Inc	NE	\$448,842	President	\$77,371	\$92,606	2024
Amherst Soccer Association Inc	NY	\$498,408	Director Of Coaching	\$55,924	\$57,897	2023
Wauaukee Area Soccer Club	WI	\$498,606	Treasurer	\$38,000	\$43,024	2025
Urban Champions Academy	TX	\$503,861	President & Ceo	\$22,000	\$24,490	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	167 organizations. Compensation range \$214–\$191,600; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$472,877); for reference, expenses \$419,512 and assets \$368,356.
ROLE MATCH	Benjamin Reed, reported title <i>"REFEREE ASSIGNOR"</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	36 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	36 th
All sources (D + E + F), adjusted	35 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 (Benjamin Reed) 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 167 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,500 is reasonable (approximately the 36th 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.