

Bysa Inc

Executive Director / CEO

EIN 222567981
 NJ · NTEE N64Z
 FY ending 2024-06-30
June 10, 2026

This analysis benchmarks the total compensation of **Jason Martin, Executive Director / CEO** (\$13,903) against **every comparable organization** that fit the selection criteria — **138** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

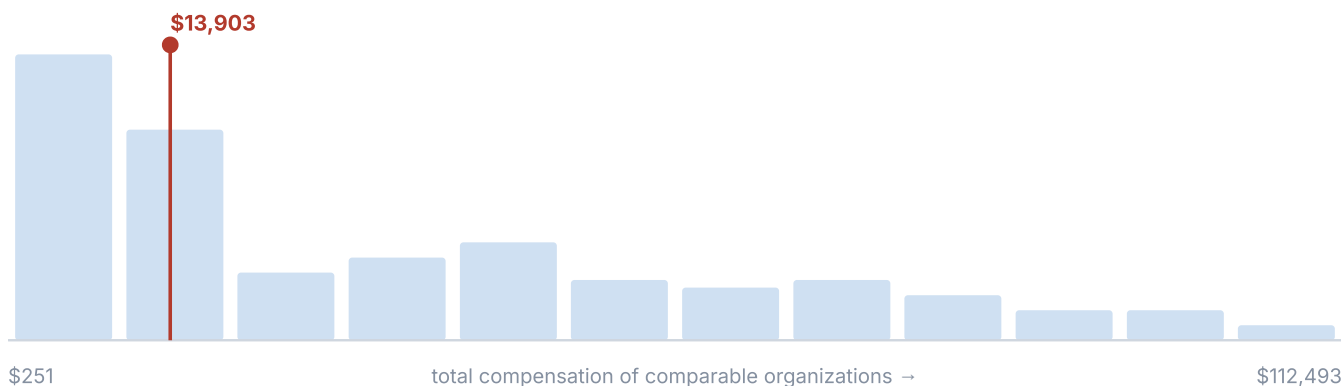
Benchmarked executive: Jason Martin — reported title “CHAIRMAN/TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (N64Z).
- BUDGET** Total revenue between \$184,400 and \$412,837 — 0.67x to 1.50x the subject's \$275,225 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

138 organizations qualified on sector, size, and geography → **138** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,795	\$7,656	\$22,371	\$52,706	\$78,862	\$13,903
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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 NJ 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
Milan Usa Academy	CA	\$274,844	President	\$16,000	\$15,474	2024
United Philly Soccer Inc	PA	\$275,824	Vice President	\$1,000	\$1,117	2024
Psv Union Fc	CA	\$273,925	Secretary	\$102,500	\$102,060	2023
The Soccer Club Of Guilford Inc	CT	\$272,308	Director Of Programming	\$14,000	\$14,702	2024
Central Arkansas Soccer Club	AR	\$278,895	Rec Director	\$7,300	\$9,190	2024
Reading United Soccer Club Inc	MA	\$279,634	President	\$11,925	\$12,002	2024
Mesa Soccer Association Inc	CA	\$279,985	Treasurer	\$2,000	\$1,934	2024
Elk Grove United Soccer Club	CA	\$270,364	President	\$75,482	\$73,002	2024
Northeast United Premier Sc	CT	\$268,710	President	\$5,000	\$5,115	2025
Nw Iowa Soccer Alliance	IA	\$282,867	Director	\$30,688	\$38,745	2023
San Diego California Soccer League	CA	\$283,155	President	\$18,000	\$16,960	2025
Tracyton Soccer Club	WA	\$285,580	Registrar And Administrator	\$12,160	\$12,194	2024
Celtic Soccer Club	PA	\$263,588	Former Board Member	\$16,004	\$18,404	2023
Elkhart Flames Soccer Club Inc	IN	\$263,360	Registrar	\$2,684	\$3,263	2023
Revere Fc Inc	MA	\$263,317	President	\$40,000	\$39,221	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cullman United Soccer Club	AL	\$263,127	Coaching	\$34,448	\$42,913	2023
Houston Fc	TX	\$287,753	President	\$36,000	\$40,333	2024
Rovers Soccer Organization Inc	CA	\$262,540	President	\$6,400	\$6,190	2024
Ballard Youth Soccer Club	WA	\$289,392	Director, Registrar	\$23,400	\$22,860	2025
Girls Soccer Worldwide	CA	\$257,769	President	\$65,000	\$64,721	2023
Fife Milton Edgewood Junior Soccer Club	WA	\$292,907	President	\$500	\$501	2024
Team 90 Inc	CA	\$257,249	President	\$61,300	\$57,758	2025
Lfc Western Maryland Inc	MD	\$256,859	President	\$55,769	\$60,121	2023
Kick2build Organization	CO	\$256,682	Ceo And Founder	\$43,000	\$46,180	2024
Hingham Youth Soccer Inc	MA	\$255,905	Registrar And League Manag	\$30,000	\$30,194	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 138 organizations. Compensation range \$251–\$112,493; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$275,225); for reference, expenses \$288,986 and assets \$28,697.

ROLE MATCH Jason Martin, reported title "*CHAIRMAN/TREASURER*", 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 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	37 th
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	36 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 (Jason Martin) 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 138 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,903 is reasonable (approximately the 37th 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.