

Reading United Soccer Club Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Michael Sheedy, Executive Director / CEO** (\$11,925) against **every comparable organization** that fit the selection criteria — **141** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

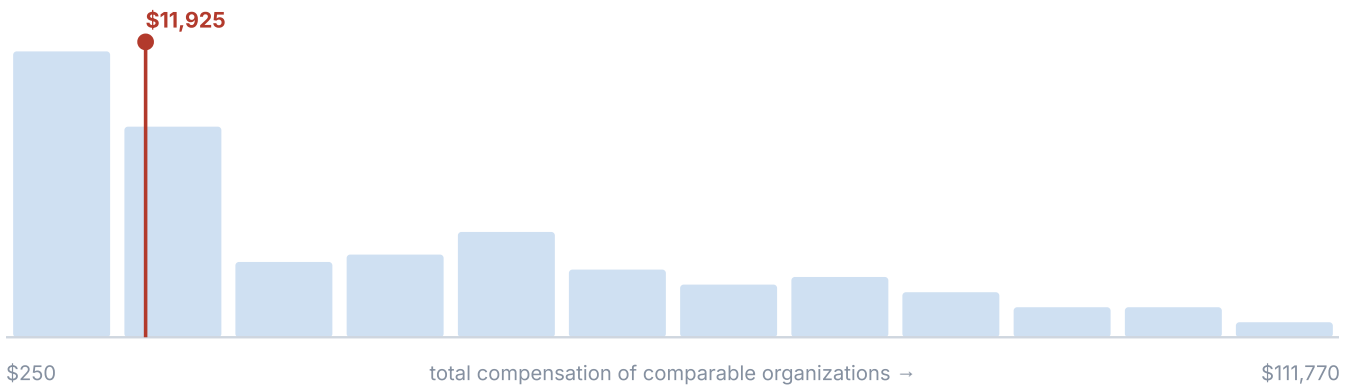
Benchmarked executive: Michael Sheedy — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N64).
BUDGET	Total revenue between \$187,354 and \$419,451 — 0.67x to 1.50x the subject's \$279,634 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

141 organizations qualified on sector, size, and geography → **141** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,800	\$8,889	\$22,915	\$51,758	\$78,298	\$11,925
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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
Mesa Soccer Association Inc	CA	\$279,985	Treasurer	\$2,000	\$1,922	2024
Central Arkansas Soccer Club	AR	\$278,895	Rec Director	\$7,300	\$9,131	2024
Nw Iowa Soccer Alliance	IA	\$282,867	Director	\$30,688	\$38,496	2023
San Diego California Soccer League	CA	\$283,155	President	\$18,000	\$16,851	2025
United Philly Soccer Inc	PA	\$275,824	Vice President	\$1,000	\$1,110	2024
Byssa Inc	NJ	\$275,225	Chairman/treasurer	\$13,903	\$13,814	2024
Milan Usa Academy	CA	\$274,844	President	\$16,000	\$15,375	2024
Psv Union Fc	CA	\$273,925	Secretary	\$102,500	\$101,404	2023
Tracyton Soccer Club	WA	\$285,580	Registrar And Administrator	\$12,160	\$12,115	2024
The Soccer Club Of Guilford Inc	CT	\$272,308	Director Of Programming	\$14,000	\$14,608	2024
Houston Fc	TX	\$287,753	President	\$36,000	\$40,074	2024
Elk Grove United Soccer Club	CA	\$270,364	President	\$75,482	\$72,532	2024
Ballard Youth Soccer Club	WA	\$289,392	Director, Registrar	\$23,400	\$22,713	2025
Northeast United Premier Sc	CT	\$268,710	President	\$5,000	\$5,082	2025
Fife Milton Edgewood Junior Soccer Club	WA	\$292,907	President	\$500	\$498	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
DeKalb County United Academy	IL	\$294,587	President	\$26,255	\$28,724	2024
Celtic Soccer Club	PA	\$263,588	Former Board Member	\$16,004	\$18,285	2023
Elkhart Flames Soccer Club Inc	IN	\$263,360	Registrar	\$2,684	\$3,242	2023
Revere Fc Inc	MA	\$263,317	President	\$40,000	\$38,969	2025
Cullman United Soccer Club	AL	\$263,127	Coaching	\$34,448	\$42,637	2023
Rovers Soccer Organization Inc	CA	\$262,540	President	\$6,400	\$6,150	2024
Black Watch Soccer Club Inc	NY	\$297,441	Presidentceo	\$79,998	\$80,444	2024
Centex Storm Soccer Club Inc	TX	\$297,637	General Manager	\$11,000	\$12,245	2024
American River Futbol Club	CA	\$298,037	Director Of Coaching	\$12,000	\$11,531	2024
Elite Soccer Youth Development	MD	\$299,769	President	\$28,510	\$29,661	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 **141** organizations. Compensation range \$250–\$111,770; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$279,634); for reference, expenses \$259,009 and assets \$355,799.

ROLE MATCH Michael Sheedy, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this 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	30 th
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	30 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 (Michael Sheedy) 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 141 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,925 is reasonable (approximately the 30th 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.