

Alliance Cincinnati Soccer Club

Executive Director / CEO

EIN 310974861

OH · NTEE N64

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Andrew Poling, Executive Director / CEO** (\$15,951) against **every comparable organization** that fit the selection criteria — **152** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

Benchmarked executive: Andrew Poling — 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).

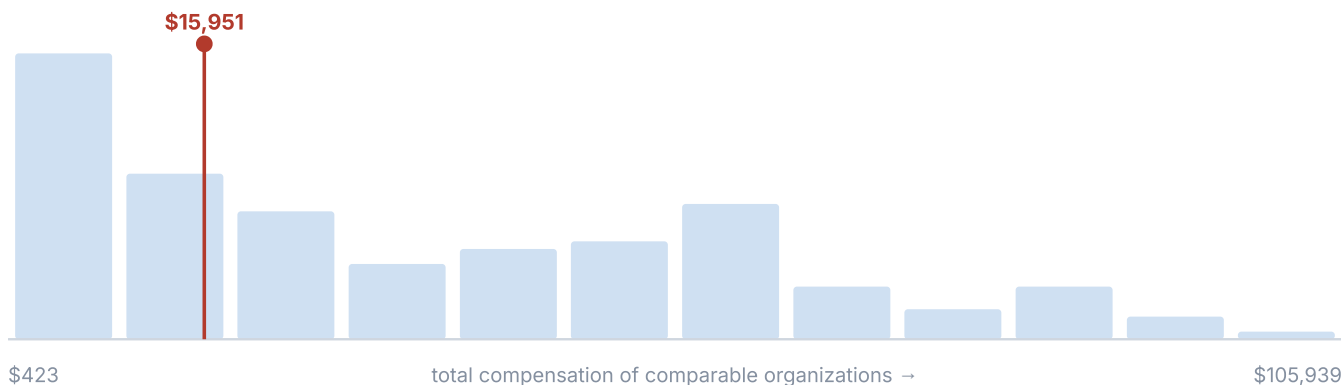
BUDGET Total revenue between \$230,437 and \$515,905 — 0.67x to 1.50x the subject's \$343,937 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

152 organizations qualified on sector, size, and geography

→ **152** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,945	\$9,550	\$25,755	\$53,865	\$68,119	\$15,951
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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 OH 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
Aberdeen Youth Soccer Association	SD	\$343,471	Executive Director	\$56,624	\$59,002	2024
Wichita Futbol Club	KS	\$341,350	President	\$8,308	\$8,474	2024
Zia Soccer Club Inc	NM	\$348,548	Executive Director	\$53,203	\$55,622	2023
Fc Batavia	AZ	\$348,865	Lifetime Director, Director Of Coaching, Coach	\$89,250	\$81,040	2024
Kingdom Football Academy Inc	TX	\$338,475	President	\$70,338	\$66,430	2024
Passaic County Youth Soccer Assoc Inc	NJ	\$337,978	Treasurer	\$6,750	\$5,858	2023
Culpeper Soccer Association	VA	\$337,874	President	\$17,692	\$15,713	2025
Indian River Soccer Club Inc	DE	\$359,590	President	\$2,500	\$2,311	2024
Santa Cruz City Youth Soccer Club	CA	\$360,089	Director	\$25,008	\$19,863	2025
Sjgsl 2000 Inc	NJ	\$361,699	Member At Large	\$6,600	\$5,564	2024
Wolverine Youth Soccer Inc	MA	\$362,081	Registrar	\$22,316	\$18,446	2025
Greater Portland Soccer District	OR	\$363,542	President	\$3,472	\$3,044	2024
Capital District Youth Soccer Leagueinc	NY	\$363,553	Director	\$52,278	\$44,601	2024
West Sound Soccer Academy	WA	\$364,254	Director Of Coaching, At Large	\$39,044	\$33,004	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
North Allegheny Soccer Club Inc	PA	\$323,492	Director Of Referees	\$1,743	\$1,599	2025
Fc 814 Inc	PA	\$322,454	Registrar	\$4,882	\$4,478	2025
Amarillo Rush Soccer Club	TX	\$322,207	President	\$2,515	\$2,375	2024
Balon Usa	CO	\$321,851	Executive Dir.	\$58,840	\$54,843	2023
Michigan Youth Soccer League	MI	\$319,835	President	\$45,061	\$43,913	2024
Rockville-olney Soccer Academy Inc	MD	\$368,557	President	\$52,400	\$47,619	2023
Weston Youth Soccer Inc	MA	\$368,996	Administrator	\$28,500	\$24,180	2024
Woodford Youth Soccer Association Inc	KY	\$318,076	Administrator	\$20,000	\$19,764	2025
Cary Soccer Association	IL	\$370,828	Director	\$510	\$461	2025
High Plains Drifters Soccer Club Inc	TX	\$371,027	President	\$18,395	\$17,373	2024
United Stl Academy Inc	MO	\$315,369	President	\$86,000	\$86,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 152 organizations. Compensation range \$423–\$105,939; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$343,937); for reference, expenses \$355,948 and assets \$324,033.

ROLE MATCH Andrew Poling, 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	38 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	53 rd

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 (Andrew Poling) 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 152 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,951 is reasonable (approximately the 38th 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.