

United Soccer Club Inc

Executive Director / CEO

EIN 412241710

AL · NTEE N64

FY ending 2024-05-31

June 9, 2026

This analysis benchmarks the total compensation of **Russell T Campbell, Executive Director / CEO** (\$55,666) against **every comparable organization** that fit the selection criteria — **165** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

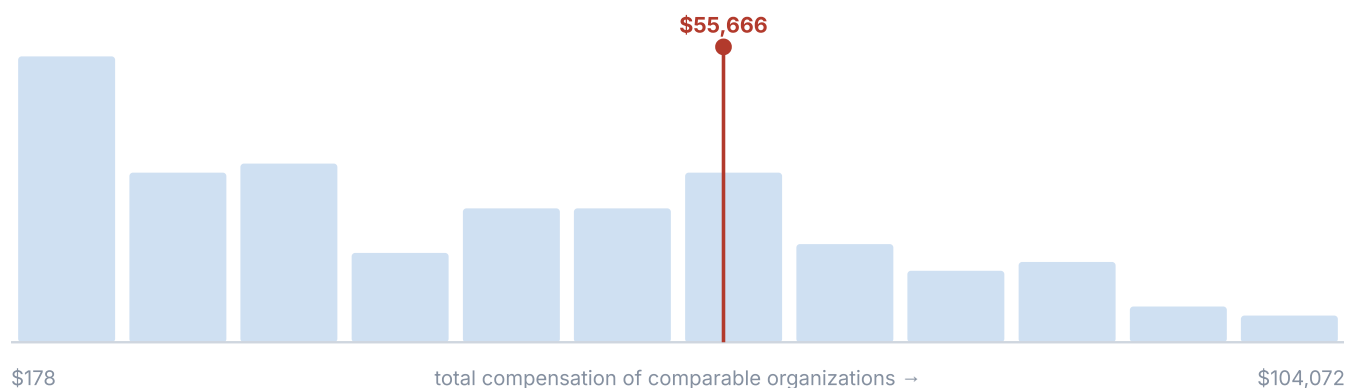
Benchmarked executive: Russell T Campbell — reported title “Director of Coaching”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N64).
BUDGET	Total revenue between \$282,331 and \$632,086 — 0.67x to 1.50x the subject's \$421,391 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

165 organizations qualified on sector, size, and geography → **165** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,470	\$12,959	\$35,023	\$58,150	\$77,042	\$55,666
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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 AL 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
Pueblo Rangers Soccer Inc	CO	\$421,406	Executive Director	\$27,500	\$25,129	2023
Cedar River Soccer Association Inc	IA	\$423,217	Dir. Of Coac	\$79,779	\$80,857	2024
Warriors Soccer Club Of Michigan Inc	MI	\$418,135	President	\$10,050	\$9,886	2023
Eclipse Soccer Club	AK	\$425,286	Director Of Coaches	\$62,937	\$55,696	2024
Rainbow Soccer Ltd	NC	\$427,914	Executive Director	\$56,433	\$52,583	2025
Dpa Cobras Soccer Club	OH	\$414,795	Executive Director	\$36,000	\$35,294	2024
Pickerington Area Soccer Association	OH	\$414,543	Vice President	\$23,500	\$22,445	2025
Bayou Soccer Club	LA	\$414,449	Director Coaching	\$37,366	\$39,211	2023
Pelada Football Academy	OR	\$430,654	Executive Director	\$60,270	\$51,808	2024
Mcfarland Soccer Club Inc	WI	\$431,250	Field Coordinator	\$6,185	\$5,979	2024
Southwest Soccer Club	CA	\$432,946	Ceo	\$70,000	\$59,964	2022
America Fc Inc	MA	\$433,575	President	\$37,735	\$31,388	2024
Inter-United Soccer Club Corporation	FL	\$433,580	President	\$6,250	\$5,435	2024
Kansas City Soccer Foundation	MO	\$407,497	Executive Director	\$94,829	\$92,970	2024
Laguna Beach Football Club	CA	\$406,055	President	\$35,800	\$29,459	2023
Kingwood Alliance Soccer Club Inc	TX	\$405,795	President	\$61,000	\$58,150	2023
Sporting Fc Inc	CA	\$437,078	Cfo	\$57,936	\$46,308	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sanford Area Soccer League	NC	\$437,580	Executive Di	\$19,050	\$18,220	2024
New Mexico Soccer Academy Inc	NM	\$437,643	Girls Director	\$51,000	\$52,274	2023
Mchenry Area Soccer Federation Inc	IL	\$438,126	Director	\$1,055	\$960	2024
Real Billings Fc	MT	\$439,012	Director Registrar	\$17,000	\$16,962	2024
Adventure Soccer	WA	\$399,100	Ex Director	\$75,000	\$62,155	2024
River City Athletics	ME	\$398,661	Executive Director	\$65,240	\$60,470	2024
Simi Valley Soccer Club	CA	\$397,620	Director Of Coaching	\$30,800	\$24,618	2024
Future Soccer Inc	NE	\$448,842	President	\$77,371	\$77,029	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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	165 organizations. Compensation range \$178–\$104,072; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$421,391); for reference, expenses \$441,621 and assets \$74,354.
ROLE MATCH	Russell T Campbell, reported title " <i>Director of Coaching</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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	72 nd
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	72 nd

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 (Russell T Campbell) 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 165 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,666 is reasonable (approximately the 72nd 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.