

Nw Iowa Soccer Alliance

Executive Director / CEO

EIN 421474253

IA · NTEE N64

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Abbey Miller, Executive Director / CEO** (\$30,688) against **every comparable organization** that fit the selection criteria — **144** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

Benchmarked executive: Abbey Miller — reported title “Director”, 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).

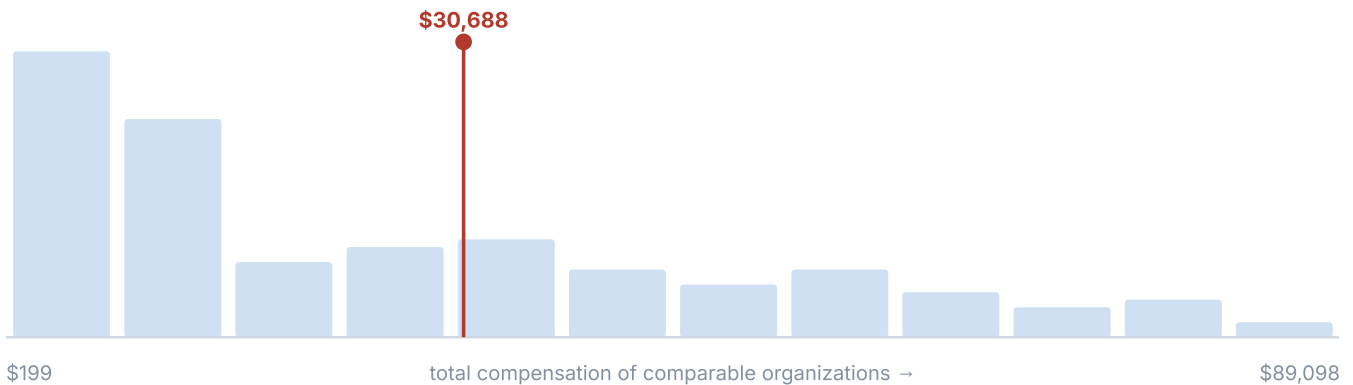
BUDGET Total revenue between \$189,520 and \$424,300 — 0.67x to 1.50x the subject's \$282,867 (the band tightens as size grows).

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

144 organizations qualified on sector, size, and geography

→ **144** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,293	\$7,232	\$18,419	\$42,073	\$62,522	\$30,688
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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 IA 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
San Diego California Soccer League	CA	\$283,155	President	\$18,000	\$13,433	2025
Tracyton Soccer Club	WA	\$285,580	Registrar And Administrator	\$12,160	\$9,658	2024
Mesa Soccer Association Inc	CA	\$279,985	Treasurer	\$2,000	\$1,532	2024
Reading United Soccer Club Inc	MA	\$279,634	President	\$11,925	\$9,506	2024
Central Arkansas Soccer Club	AR	\$278,895	Rec Director	\$7,300	\$7,280	2024
Houston Fc	TX	\$287,753	President	\$36,000	\$31,945	2024
Ballard Youth Soccer Club	WA	\$289,392	Director, Registrar	\$23,400	\$18,106	2025
United Philly Soccer Inc	PA	\$275,824	Vice President	\$1,000	\$884	2024
Bysa Inc	NJ	\$275,225	Chairman/treasurer	\$13,903	\$11,012	2024
Milan Usa Academy	CA	\$274,844	President	\$16,000	\$12,256	2024
Psv Union Fc	CA	\$273,925	Secretary	\$102,500	\$80,835	2023
Fife Milton Edgewood Junior Soccer Club	WA	\$292,907	President	\$500	\$397	2024
The Soccer Club Of Guilford Inc	CT	\$272,308	Director Of Programming	\$14,000	\$11,644	2024
DeKalb County United Academy	IL	\$294,587	President	\$26,255	\$22,898	2024
Elk Grove United Soccer Club	CA	\$270,364	President	\$75,482	\$57,819	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Northeast United Premier Sc	CT	\$268,710	President	\$5,000	\$4,051	2025
Black Watch Soccer Club Inc	NY	\$297,441	Presidentceo	\$79,998	\$64,127	2024
Centex Storm Soccer Club Inc	TX	\$297,637	General Manager	\$11,000	\$9,761	2024
American River Futbol Club	CA	\$298,037	Director Of Coaching	\$12,000	\$9,192	2024
Elite Soccer Youth Development	MD	\$299,769	President	\$28,510	\$23,645	2024
Tidewater Advanced Soccer League Inc	VA	\$301,088	Administrator	\$14,500	\$12,420	2024
Usa Recreation Soccer	UT	\$301,644	President	\$7,805	\$7,086	2024
Forney Soccer Association	TX	\$302,018	Vice President	\$15,091	\$13,391	2024
Celtic Soccer Club	PA	\$263,588	Former Board Member	\$16,004	\$14,576	2023
Elkhart Flames Soccer Club Inc	IN	\$263,360	Registrar	\$2,684	\$2,585	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA cost of living and 2023 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 IA 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 **144** organizations. Compensation range \$199–\$89,098; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$282,867); for reference, expenses \$273,366 and assets \$706,625.

ROLE MATCH Abbey Miller, reported title *"Director"*, 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	63 rd
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	63 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 (Abbey Miller) 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 144 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,688 is reasonable (approximately the 63rd 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.