

Soccer Club Of Oak Ridge Inc

Executive Director / CEO

EIN 454235339

TN · NTEE N64

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Elise Morris, Executive Director / CEO** (\$1,000) against **every comparable organization** that fit the selection criteria — **127** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

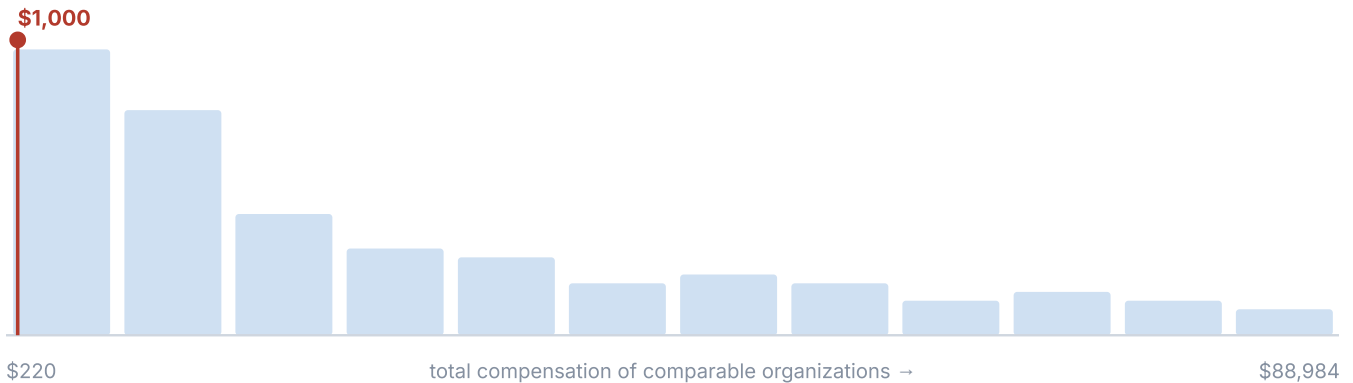
Benchmarked executive: Elise Morris — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N64).
BUDGET	Total revenue between \$170,813 and \$382,417 — 0.67x to 1.50x the subject's \$254,945 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

127 organizations qualified on sector, size, and geography → **127** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,430	\$6,180	\$16,498	\$40,716	\$63,382	\$1,000
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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 TN 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
Goals For Girls Inc	DC	\$255,492	Executive Dir.	\$93,235	\$79,896	2024
Hingham Youth Soccer Inc	MA	\$255,905	Registrar And League Manag	\$30,000	\$26,326	2024
Kick2build Organization	CO	\$256,682	Ceo And Founder	\$43,000	\$40,264	2024
Lfc Western Maryland Inc	MD	\$256,859	President	\$55,769	\$52,418	2023
Team 90 Inc	CA	\$257,249	President	\$61,300	\$50,357	2025
Girls Soccer Worldwide	CA	\$257,769	President	\$65,000	\$56,429	2023
Rovers Soccer Organization Inc	CA	\$262,540	President	\$6,400	\$5,396	2024
Cullman United Soccer Club	AL	\$263,127	Coaching	\$34,448	\$37,415	2023
Revere Fc Inc	MA	\$263,317	President	\$40,000	\$34,196	2025
Elkhart Flames Soccer Club Inc	IN	\$263,360	Registrar	\$2,684	\$2,845	2023
Celtic Soccer Club	PA	\$263,588	Former Board Member	\$16,004	\$16,046	2023
Soccer Kids Of America	CA	\$245,458	Ceo	\$87,000	\$73,361	2024
South Bay Youth Soccer Inc	CA	\$243,136	President	\$90,000	\$75,890	2024
Georgia Soccer Development Foundation	GA	\$242,400	Board Member/gsp Gm	\$4,980	\$5,034	2023
Northeast United Premier Sc	CT	\$268,710	President	\$5,000	\$4,460	2025
Elk Grove United Soccer Club	CA	\$270,364	President	\$75,482	\$63,648	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wakefield Soccer Association Inc	MA	\$238,070	Director Of Coaching	\$69,960	\$63,204	2023
Middleton United Soccer Club	WI	\$237,893	Executive Director/coaching Director	\$57,315	\$56,946	2025
The Soccer Club Of Guilford Inc	CT	\$272,308	Director Of Programming	\$14,000	\$12,818	2024
Psv Union Fc	CA	\$273,925	Secretary	\$102,500	\$88,984	2023
Denton Soccer Association Inc	TX	\$235,114	Secretary	\$12,680	\$12,386	2024
Milan Usa Academy	CA	\$274,844	President	\$16,000	\$13,491	2024
Central Florida Ridge Soccer Officials Association Inc	FL	\$235,043	Treasurer	\$3,000	\$2,681	2025
Bysa Inc	NJ	\$275,225	Chairman/treasurer	\$13,903	\$12,122	2024
United Philly Soccer Inc	PA	\$275,824	Vice President	\$1,000	\$973	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN cost of living and 2025 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 TN 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 127 organizations. Compensation range \$220–\$88,984; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$254,945); for reference, expenses \$243,909 and assets \$162,771.

ROLE MATCH Elise Morris, reported title *"President"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 4 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	6 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 (Elise Morris) 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 127 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,000 is reasonable (approximately the 6th 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.