

Usa Recreation Soccer

Executive Director / CEO

EIN 473197940

UT · NTEE N64

FY ending 2024-04-30

June 9, 2026

This analysis benchmarks the total compensation of **Ted Sonnenburg, Executive Director / CEO** (\$7,805) against **every comparable organization** that fit the selection criteria — **153** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

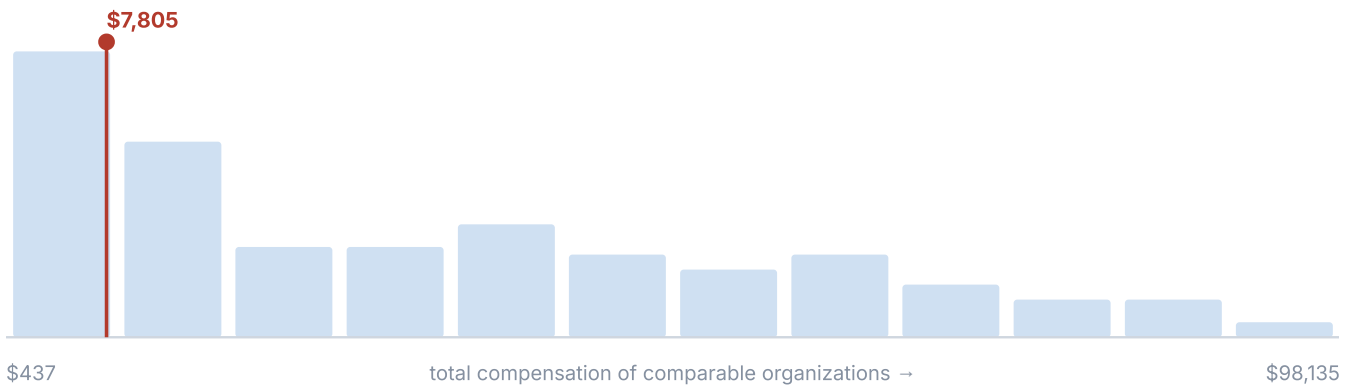
Benchmarked executive: Ted Sonnenburg — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N64).
BUDGET	Total revenue between \$202,101 and \$452,466 — 0.67x to 1.50x the subject's \$301,644 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

153 organizations qualified on sector, size, and geography → **153** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,874	\$8,770	\$25,016	\$50,385	\$68,879	\$7,805
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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 UT 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
Forney Soccer Association	TX	\$302,018	Vice President	\$15,091	\$14,749	2024
Tidewater Advanced Soccer League Inc	VA	\$301,088	Administrator	\$14,500	\$13,679	2024
South Texas Soccer Referees Inc	TX	\$302,516	State Refere	\$11,068	\$10,817	2024
Dothan Youth Soccer Association Inc	AL	\$303,046	Executive Director	\$65,616	\$69,261	2024
Elite Soccer Youth Development	MD	\$299,769	President	\$28,510	\$26,043	2024
Idaho Storm Football Club Inc	ID	\$303,552	President	\$3,000	\$3,118	2024
Wayland Youth Soccer	MA	\$303,837	Risk Manager/bookkeeper	\$37,632	\$33,041	2024
American River Futbol Club	CA	\$298,037	Director Of Coaching	\$12,000	\$10,124	2024
Centex Storm Soccer Club Inc	TX	\$297,637	General Manager	\$11,000	\$10,751	2024
Black Watch Soccer Club Inc	NY	\$297,441	Presidentceo	\$79,998	\$70,630	2024
DeKalb County United Academy	IL	\$294,587	President	\$26,255	\$25,220	2024
Capital East Soccer Club	WI	\$308,982	Director Of Coaching	\$3,000	\$2,983	2025
Fife Milton Edgewood Junior Soccer Club	WA	\$292,907	President	\$500	\$437	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Valley Stream Soccer Club	NY	\$310,609	Vice President	\$24,000	\$21,190	2024
New River United	VA	\$310,667	Executive Di	\$51,057	\$48,167	2024
Arden Park Soccer Club	CA	\$312,470	Registrar	\$3,500	\$3,040	2023
Ballard Youth Soccer Club	WA	\$289,392	Director, Registrar	\$23,400	\$19,942	2025
United Stl Academy Inc	MO	\$315,369	President	\$86,000	\$88,998	2024
Houston Fc	TX	\$287,753	President	\$36,000	\$35,185	2024
Tracyton Soccer Club	WA	\$285,580	Registrar And Administrator	\$12,160	\$10,637	2024
Woodford Youth Soccer Association Inc	KY	\$318,076	Administrator	\$20,000	\$20,453	2025
Michigan Youth Soccer League	MI	\$319,835	President	\$45,061	\$45,444	2024
San Diego California Soccer League	CA	\$283,155	President	\$18,000	\$14,795	2025
Nw Iowa Soccer Alliance	IA	\$282,867	Director	\$30,688	\$33,800	2023
Balon Usa	CO	\$321,851	Executive Dir.	\$58,840	\$56,755	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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 **153** organizations. Compensation range \$437–\$98,135; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$301,644); for reference, expenses \$304,207 and assets \$272,261.
ROLE MATCH	Ted Sonnenburg, reported title " <i>President</i> ", 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	24 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	23 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 (Ted Sonnenburg) 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 153 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,805 is reasonable (approximately the 24th 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.