

San Diego Usbc Assoc Inc

Executive Director / CEO

EIN 562552905

CA · NTEE N70

FY ending 2025-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Donald G Way, Executive Director / CEO** (\$15,000) against **every comparable organization** that fit the selection criteria — **125** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

Benchmarked executive: Donald G Way — reported title "ASSOC. MANAGER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

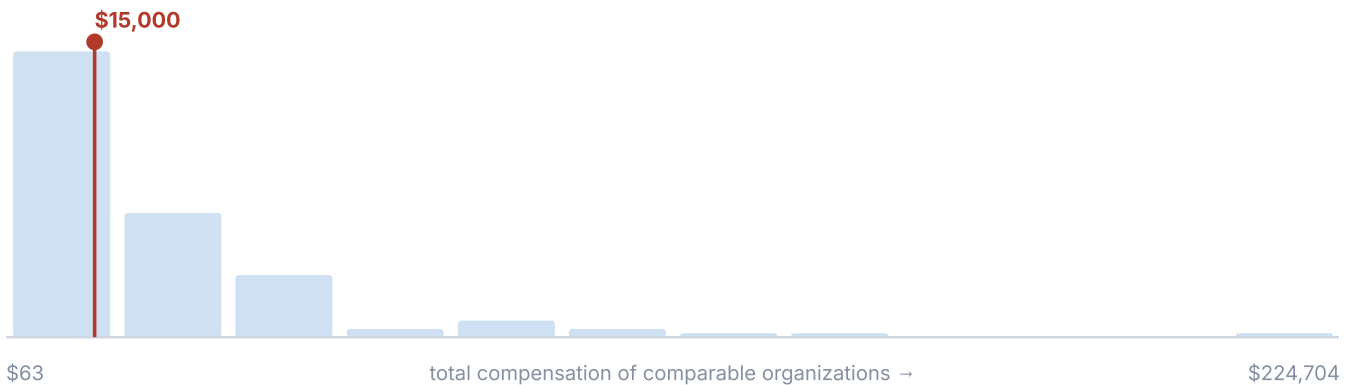
SECTOR Organizations sharing the subject's NTEE classification (N70).

BUDGET Total revenue between \$51,831 and \$116,040 — 0.67x to 1.50x the subject's \$77,360 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

125 organizations qualified on sector, size, and geography → **125** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,184	\$6,102	\$15,014	\$34,867	\$51,281	\$15,000
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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 CA 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
Young Mens Democratic Club	PA	\$77,039	Manager	\$28,600	\$33,904	2024
Youth Ministry Resources Inc	GA	\$76,969	Founder/ceo	\$188,000	\$224,704	2024
Linn-mar Basketball Academy	IA	\$76,772	Director	\$12,000	\$15,619	2024
Usa Ultimate Foundation	CO	\$76,686	Director	\$7,264	\$8,280	2024
South Florida United Youth Soccer Association	FL	\$76,547	President	\$300	\$326	2025
Olivet Blue Mountain Camp Inc	PA	\$78,421	President/ceo	\$25,633	\$31,283	2023
Mohawk Valley Stewardship Council	CA	\$76,138	Director	\$4,250	\$4,362	2024
Foundation Of Louisiana Bowling Proprietors Assoc	LA	\$75,634	Treasurer	\$2,600	\$3,504	2023
Ngf Education Inc	FL	\$75,000	President & Coo	\$16,851	\$19,374	2023
Lido Sports School Inc	NY	\$74,793	President	\$6,000	\$6,445	2024
Des Moines Area Sports & Tourism	IA	\$80,000	President/ceo	\$35,812	\$45,410	2025
Voice In The Wilderness	TX	\$80,165	Executive Direc	\$5,414	\$6,627	2023
Downtown Coaches Association	OH	\$80,543	Executive Director	\$3,600	\$4,416	2025
Duluth Heritage Sports Center	MN	\$73,881	Trustee/gene	\$1,465	\$1,771	2023
Rocky Mountain Wrestling	UT	\$73,112	President	\$410	\$499	2024
Northampton Liederkrantz	PA	\$82,383	President	\$1,309	\$1,512	2025
The Southwest Sports Foundation	TX	\$82,662	President	\$42,000	\$49,941	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Parker County Miracle League	TX	\$71,768	Executive Direc	\$35,000	\$40,545	2025
Dunn County Fish & Game Association	WI	\$71,734	Treasurer	\$2,528	\$3,139	2024
Montgomery County Tennis & Education Foundation	MD	\$71,557	Executive Director	\$11,309	\$12,568	2024
Otsego Sailing Club	NY	\$83,453	Treasurer (Paymaster)	\$3,408	\$3,661	2024
Breeze Softball Inc Aka	CA	\$83,635	Event Coordi	\$2,400	\$2,464	2024
Dickson County Fair Association	TN	\$70,573	Secretary	\$9,600	\$12,349	2023
Weston Field Hockey Club Inc	TX	\$70,453	President	\$6,950	\$8,509	2023
Riley's Catch	NC	\$84,405	Executive Director	\$10,000	\$12,283	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	125 organizations. Compensation range \$63–\$224,704; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$77,360); for reference, expenses \$82,945 and assets \$71,388.
ROLE MATCH	Donald G Way, reported title "ASSOC. MANAGER", 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	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 9 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	50 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	47 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 (Donald G Way) 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 125 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,000 is reasonable (approximately the 50th 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.