

# South Bay Youth Soccer Inc

Executive Director / CEO

EIN 770513833  
 CA · NTEE N64  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Norm Tavares, Executive Director / CEO** (\$90,000) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

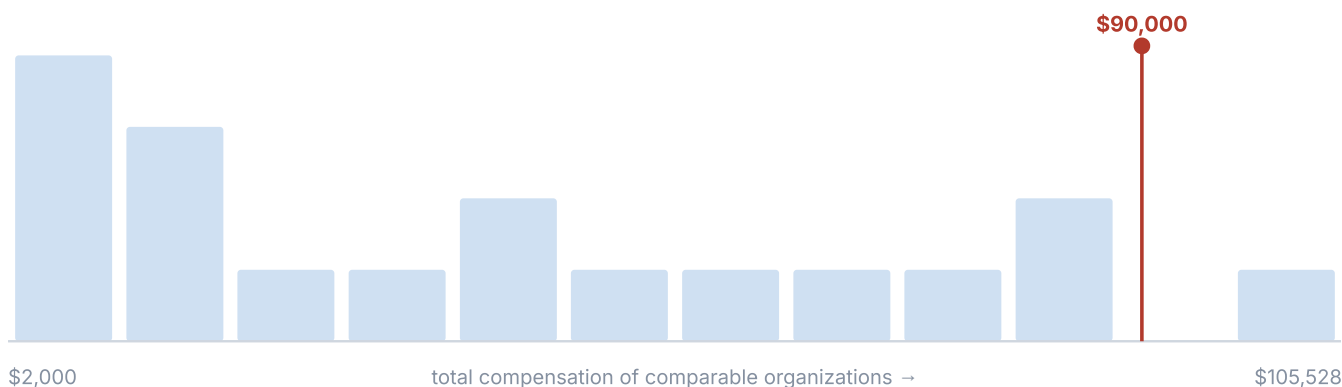
**Benchmarked executive:** Norm Tavares — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N64).
BUDGET	Total revenue between \$162,901 and \$364,704 — 0.67x to 1.50x the subject's \$243,136 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N64) + CA + budget 0.67–1.5x revenue.

**18** organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,581	\$13,000	\$34,446	\$65,120	\$83,275	<b>\$90,000</b>
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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
<a href="#">Soccer Kids Of America</a>	CA	\$245,458	Ceo	\$87,000	<b>\$87,000</b>	2024
<a href="#">Beyond The Game A S</a>	CA	\$232,592	President	\$5,000	<b>\$5,000</b>	2024
<a href="#">Team 90 Inc</a>	CA	\$257,249	President	\$61,300	<b>\$59,720</b>	2025
<a href="#">Girls Soccer Worldwide</a>	CA	\$257,769	President	\$65,000	<b>\$66,920</b>	2023
<a href="#">United Nations Soccer League</a>	CA	\$224,677	Carballo	\$28,800	<b>\$29,651</b>	2023
<a href="#">Rovers Soccer Organization Inc</a>	CA	\$262,540	President	\$6,400	<b>\$6,400</b>	2024
<a href="#">Power Evolution Fc Inc</a>	CA	\$223,731	Pres & Ceo	\$79,336	<b>\$81,679</b>	2023
<a href="#">Joga Bonito</a>	CA	\$216,746	Ceo	\$39,240	<b>\$39,240</b>	2024
<a href="#">Elk Grove United Soccer Club</a>	CA	\$270,364	President	\$75,482	<b>\$75,482</b>	2024
<a href="#">Chico Youth Soccer League</a>	CA	\$212,376	Secy/exec Dir	\$44,375	<b>\$43,231</b>	2025
<a href="#">Psv Union Fc</a>	CA	\$273,925	Secretary	\$102,500	<b>\$105,528</b>	2023
<a href="#">Milan Usa Academy</a>	CA	\$274,844	President	\$16,000	<b>\$16,000</b>	2024
<a href="#">Mesa Soccer Association Inc</a>	CA	\$279,985	Treasurer	\$2,000	<b>\$2,000</b>	2024
<a href="#">San Diego California Soccer League</a>	CA	\$283,155	President	\$18,000	<b>\$17,536</b>	2025
<a href="#">American River Futbol Club</a>	CA	\$298,037	Director Of Coaching	\$12,000	<b>\$12,000</b>	2024
<a href="#">Arden Park Soccer Club</a>	CA	\$312,470	Registrar	\$3,500	<b>\$3,603</b>	2023
<a href="#">California Youth Soccer League</a>	CA	\$169,719	Executive Di	\$47,500	<b>\$48,903</b>	2023
<a href="#">Santa Cruz City Youth Soccer Club</a>	CA	\$360,089	Director	\$25,008	<b>\$24,363</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

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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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

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**PEER COUNT** 18 organizations. Compensation range \$2,000–\$105,528; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$243,136); for reference, expenses \$287,203 and assets \$110,833.

**ROLE MATCH** Norm Tavares, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	94 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	94 <sup>th</sup>
Reportable pay only (column D), adjusted	94 <sup>th</sup>
All sources (D + E + F), adjusted	94 <sup>th</sup>

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

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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 (Norm Tavares) 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 18 similarly situated organizations (Same NTEE sector (N64) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,000 is reasonable (approximately the 94<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date] , by a vote of [\_\_ for / \_\_ against] .

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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.