

United Sports Soccer Club

Executive Director / CEO

EIN 882018479
 WA · NTEE N64
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Ye Tian, Executive Director / CEO** (\$94,800) against **every comparable organization** that fit the selection criteria — **154** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

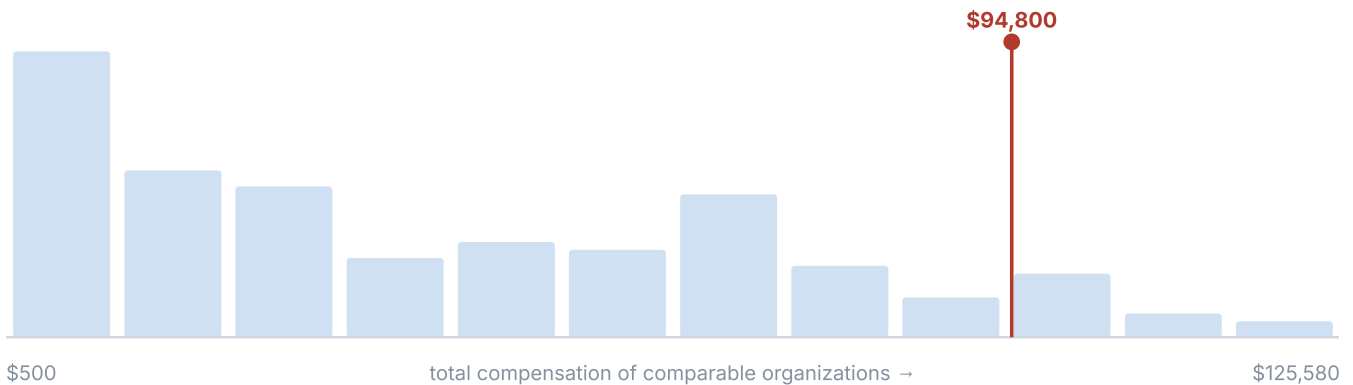
Benchmarked executive: Ye Tian — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N64).
BUDGET	Total revenue between \$258,866 and \$579,552 — 0.67x to 1.50x the subject's \$386,368 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

154 organizations qualified on sector, size, and geography → **154** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,051	\$12,017	\$33,334	\$67,198	\$87,691	\$94,800
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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 WA 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
Bedford-eules Soccer Association	TX	\$386,038	Director Of Officials	\$15,070	\$16,404	2025
East Select Soccer Inc	MN	\$386,845	Executive Di	\$38,288	\$42,257	2024
Murray Max Soccer Inc	UT	\$385,563	President	\$1,200	\$1,372	2024
Altoona Soccer Club	IA	\$387,489	Field Operation	\$4,514	\$5,521	2024
Lake Washington Premier Football	WA	\$382,712	Executive Di	\$110,000	\$110,000	2024
Cambridge Youth Soccer Inc	MA	\$391,705	Executive Director	\$34,512	\$33,746	2025
Project Goal Inc	RI	\$392,483	Secretary	\$6,190	\$6,630	2024
Weston Soccer Club Inc	CT	\$379,745	Registrar Director	\$10,000	\$10,473	2024
Little Warriors Sports Academy	WA	\$379,219	President	\$48,600	\$50,036	2023
Centerville United Galaxies Soccer Club Inc	OH	\$393,656	Director	\$61,000	\$72,163	2024
Fc Salmon Creek	WA	\$378,868	Director Of Coaching	\$48,333	\$47,087	2025
Dublin United Soccer Club	OH	\$377,522	Exec. Director	\$27,030	\$32,921	2023
River Surge Fc Inc	WI	\$376,449	President	\$5,033	\$5,719	2025
Simi Valley Soccer Club	CA	\$397,620	Director Of Coaching	\$30,800	\$29,706	2024
River City Athletics	ME	\$398,661	Executive Director	\$65,240	\$72,967	2024
Adventure Soccer	WA	\$399,100	Ex Director	\$75,000	\$75,000	2024
California Bearcats Select	CA	\$373,160	President	\$69,935	\$69,443	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
High Plains Drifters Soccer Club Inc	TX	\$371,027	President	\$18,395	\$20,552	2024
Cary Soccer Association	IL	\$370,828	Director	\$510	\$546	2025
Weston Youth Soccer Inc	MA	\$368,996	Administrator	\$28,500	\$28,605	2024
Rockville-olney Soccer Academy Inc	MD	\$368,557	President	\$52,400	\$56,334	2023
Kingwood Alliance Soccer Club Inc	TX	\$405,795	President	\$61,000	\$70,168	2023
Laguna Beach Football Club	CA	\$406,055	President	\$35,800	\$35,548	2023
Kansas City Soccer Foundation	MO	\$407,497	Executive Director	\$94,829	\$112,183	2024
West Sound Soccer Academy	WA	\$364,254	Director Of Coaching, At Large	\$39,044	\$39,044	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	154 organizations. Compensation range \$500–\$125,580; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$386,368); for reference, expenses \$357,807 and assets \$111,085.
ROLE MATCH	Ye Tian, 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	92 nd
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	92 nd

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 (Ye Tian) 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 154 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$94,800 is reasonable (approximately the 92nd 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.