PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Bayou Soccer Club

Executive Director / CEO

EIN **311568138**
LA · NTEE N64
FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Matt Ferguson, Executive Director / CEO** ($37,366) against **every comparable organization** that fit the selection criteria — **161** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 57th percentile of comparable organizations

within the typical range

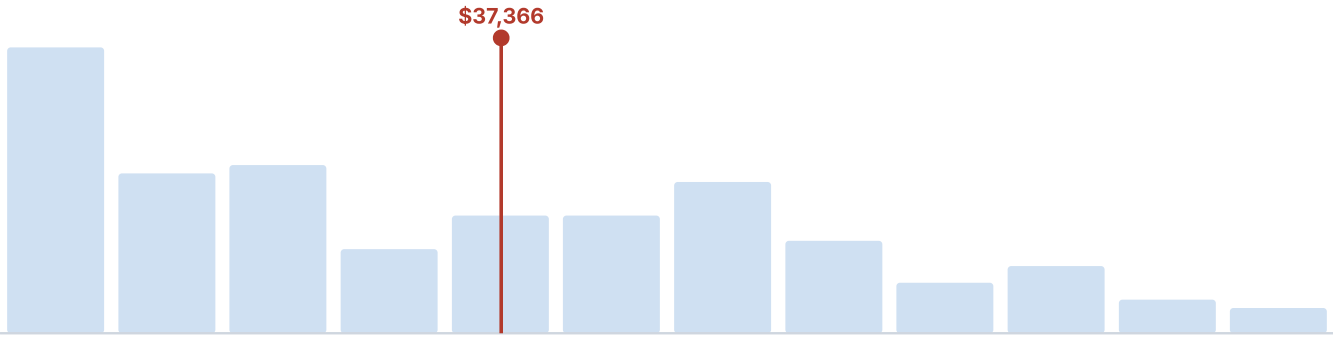
> **Benchmarked executive:** Matt Ferguson — reported title “DIRECTOR COACHING”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N64).
BUDGET	Total revenue between $277,680 and $621,673 — 0.67× to 1.50× the subject's $414,449 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue.

161 organizations qualified on sector, size, and geography → **161** within the band form the benchmarked peer set.

Distribution of comparable compensation



$170 total compensation of comparable organizations → $99,176

$4,184	$10,834	$30,835	$54,842	$72,454	$37,366

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 57TH

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 LA 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
Pickerington Area Soccer Association	OH	$414,543	Vice President	$23,500	**$21,389**	2025
Dpa Cobras Soccer Club	OH	$414,795	Executive Director	$36,000	**$33,634**	2024
Warriors Soccer Club Of Michigan Inc	MI	$418,135	President	$10,050	**$9,421**	2023
United Soccer Club Inc	AL	$421,391	Director Of Coaching	$55,666	**$53,048**	2024
Kansas City Soccer Foundation	MO	$407,497	Executive Director	$94,829	**$88,596**	2024
Pueblo Rangers Soccer Inc	CO	$421,406	Executive Director	$27,500	**$23,947**	2023
Laguna Beach Football Club	CA	$406,055	President	$35,800	**$28,074**	2023
Kingwood Alliance Soccer Club Inc	TX	$405,795	President	$61,000	**$55,415**	2023
Cedar River Soccer Association Inc	IA	$423,217	Dir. Of Coac	$79,779	**$77,054**	2024
Eclipse Soccer Club	AK	$425,286	Director Of Coaches	$62,937	**$53,076**	2024
Rainbow Soccer Ltd	NC	$427,914	Executive Director	$56,433	**$50,110**	2025
Adventure Soccer	WA	$399,100	Ex Director	$75,000	**$59,231**	2024
River City Athletics	ME	$398,661	Executive Director	$65,240	**$57,625**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pelada Football Academy	OR	$430,654	Executive Director	$60,270	**$49,371**	2024
Mcfarland Soccer Club Inc	WI	$431,250	Field Coordinator	$6,185	**$5,698**	2024
Simi Valley Soccer Club	CA	$397,620	Director Of Coaching	$30,800	**$23,460**	2024
Southwest Soccer Club	CA	$432,946	Ceo	$70,000	**$57,144**	2022
America Fc Inc	MA	$433,575	President	$37,735	**$29,911**	2024
Inter-united Soccer Club Corporation	FL	$433,580	President	$6,250	**$5,179**	2024
Centerville United Galaxies Soccer Club Inc	OH	$393,656	Director	$61,000	**$56,991**	2024
Project Goal Inc	RI	$392,483	Secretary	$6,190	**$5,235**	2024
Sporting Fc Inc	CA	$437,078	Cfo	$57,936	**$44,130**	2024
Cambridge Youth Soccer Inc	MA	$391,705	Executive Director	$34,512	**$26,652**	2025
Sanford Area Soccer League	NC	$437,580	Executive Di	$19,050	**$17,363**	2024
New Mexico Soccer Academy Inc	NM	$437,643	Girls Director	$51,000	**$49,815**	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA cost of living and 2023 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 LA 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	**161** organizations. Compensation range $170–$99,176; filing years 2022–2025.

SIZE BASIS	Matched on total revenue ($414,449); for reference, expenses $369,543 and assets $516,357.
ROLE MATCH	Matt Ferguson, reported title *"DIRECTOR COACHING"*, 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	2 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	**57th**
Total compensation (D + F), as reported (no adjustments)	**50th**
Reportable pay only (column D), adjusted	**57th**
All sources (D + E + F), adjusted	**57th**

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 (Matt Ferguson) 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 161 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $37,366 is reasonable (approximately the 57th 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.