

Futbol Club Of Cary Inc

Executive Director / CEO

EIN 320236153

NC · NTEE N64

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Chris Barefoot, Executive Director / CEO** (\$48,000) against **every comparable organization** that fit the selection criteria — **113** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

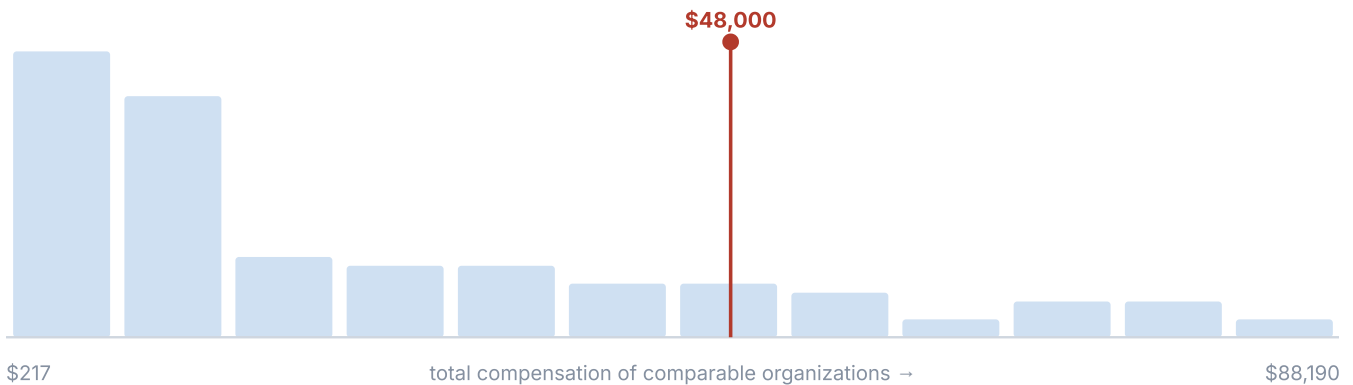
Benchmarked executive: Chris Barefoot — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N64).
BUDGET	Total revenue between \$144,094 and \$322,599 — 0.67x to 1.50x the subject's \$215,066 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

113 organizations qualified on sector, size, and geography → **113** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,309	\$5,471	\$13,550	\$37,081	\$61,400	\$48,000
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 83RD
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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 NC 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
Football For The World Foundation Usa	NE	\$215,086	Exec. Director/president	\$70,000	\$75,018	2023
Wayne County United Soccer Club	NC	\$214,370	Director Of Coaching	\$35,000	\$34,098	2025
Regional Club League	WA	\$213,825	Rcl Commissioner	\$43,333	\$37,547	2024
Joga Bonito	CA	\$216,746	Ceo	\$39,240	\$32,793	2024
Chico Youth Soccer League	CA	\$212,376	Secy/exec Dir	\$44,375	\$36,128	2025
Leahi Soccer Club	HI	\$218,474	Director	\$14,500	\$12,564	2024
Flathead Rapids Inc	MT	\$218,887	Executive Director	\$7,462	\$8,014	2023
Upper Valley Soccer Foundation	ID	\$211,052	President	\$520	\$551	2023
Hilton-parma Soccer Club Inc	NY	\$219,319	President	\$5,000	\$4,373	2024
Surge International	OR	\$219,787	President	\$89,122	\$80,099	2024
Mansfield Soccer Association	TX	\$220,500	President	\$6,450	\$6,244	2024
Paramus United Soccer Club	NJ	\$209,567	Vice President	\$12,500	\$10,801	2024
Stetson Futbol Association Inc	FL	\$209,332	Director Of Coaching & Player Development	\$22,500	\$19,929	2025
Indy Genesis Ltd	IN	\$220,892	President	\$12,000	\$12,247	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
North Royalton Soccer Club	OH	\$208,487	Rec League Director, Sponsors Coordinator And Paid Coach	\$2,805	\$2,960	2023
Northeast La Soccer Association	LA	\$221,648	Director	\$26,897	\$27,925	2025
Huron County Youth Soccer Club	OH	\$223,412	Executive Di	\$34,375	\$35,236	2024
Power Evolution Fc Inc	CA	\$223,731	Pres & Ceo	\$79,336	\$68,259	2023
Peak Sports Academy	IA	\$206,110	Director Of Coaching	\$10,237	\$11,626	2022
Minneapolis City Sc	MN	\$224,420	Sporting Director	\$2,313	\$2,277	2023
United Nations Soccer League	CA	\$224,677	Carballo	\$28,800	\$24,779	2023
Oregon City Soccer Club	OR	\$205,215	President	\$14,000	\$12,583	2024
Plainfield Soccer Association	IL	\$226,352	Vice President Of Finance	\$18,488	\$17,591	2024
Twin County Soccer Association Inc	NJ	\$203,266	Vice Pres	\$2,238	\$1,991	2023
Noreasters Soccer Academy Inc	NJ	\$202,902	Academy Director	\$6,500	\$5,471	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	113 organizations. Compensation range \$217–\$88,190; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$215,066); for reference, expenses \$223,807 and assets \$72,693.
ROLE MATCH	Chris Barefoot, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	83 rd
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	81 st

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 (Chris Barefoot) 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 113 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$48,000 is reasonable (approximately the 83rd 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.