

Surge International

Executive Director / CEO

EIN 330479590

OR · NTEE N64Z

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **David Irby, Executive Director / CEO** (\$89,122) against **every comparable organization** that fit the selection criteria — **112** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

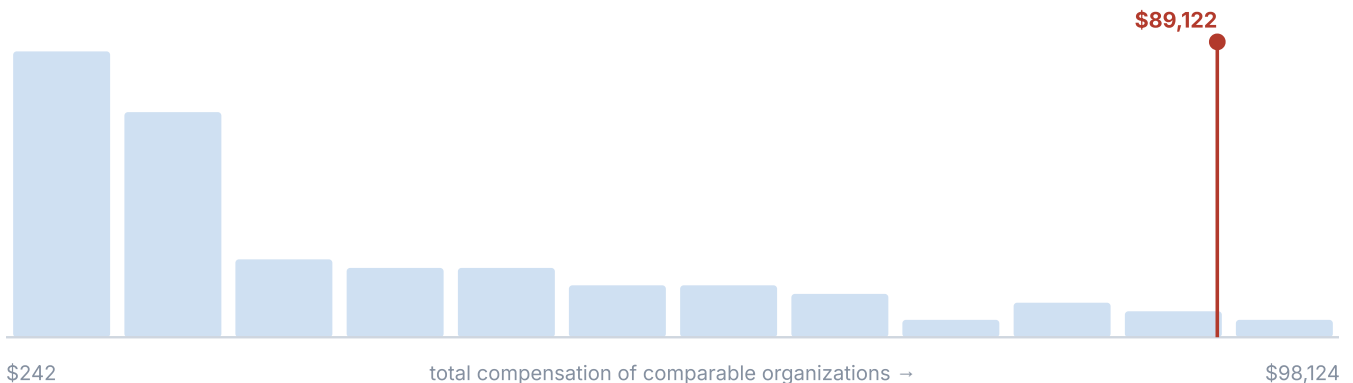
Benchmarked executive: David Irby — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N64Z).
BUDGET	Total revenue between \$147,257 and \$329,680 — 0.67x to 1.50x the subject's \$219,787 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

112 organizations qualified on sector, size, and geography → **112** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,247	\$5,851	\$14,977	\$40,463	\$62,770	\$89,122
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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 OR 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
Hilton-parma Soccer Club Inc	NY	\$219,319	President	\$5,000	\$4,865	2024
Mansfield Soccer Association	TX	\$220,500	President	\$6,450	\$6,948	2024
Flathead Rapids Inc	MT	\$218,887	Executive Director	\$7,462	\$8,917	2023
Indy Genesis Ltd	IN	\$220,892	President	\$12,000	\$13,627	2024
Leahi Soccer Club	HI	\$218,474	Director	\$14,500	\$13,979	2024
Northeast La Soccer Association	LA	\$221,648	Director	\$26,897	\$31,071	2025
Joga Bonito	CA	\$216,746	Ceo	\$39,240	\$36,487	2024
Huron County Youth Soccer Club	OH	\$223,412	Executive Di	\$34,375	\$39,205	2024
Power Evolution Fc Inc	CA	\$223,731	Pres & Ceo	\$79,336	\$75,948	2023
Minneapolis City Sc	MN	\$224,420	Sporting Director	\$2,313	\$2,533	2023
Football For The World Foundation Usa	NE	\$215,086	Exec. Director/president	\$70,000	\$83,468	2023
Futbol Club Of Cary Inc	NC	\$215,066	President	\$48,000	\$53,407	2024
United Nations Soccer League	CA	\$224,677	Carballo	\$28,800	\$27,571	2023
Wayne County United Soccer Club	NC	\$214,370	Director Of Coaching	\$35,000	\$37,939	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Regional Club League	WA	\$213,825	Rcl Commissioner	\$43,333	\$41,777	2024
Plainfield Soccer Association	IL	\$226,352	Vice President Of Finance	\$18,488	\$19,572	2024
Chico Youth Soccer League	CA	\$212,376	Secy/exec Dir	\$44,375	\$40,198	2025
Yellowstone Soccer Association	MT	\$227,779	Executive Director	\$49,606	\$57,580	2024
Stillwater Soccer Association Inc	OK	\$228,462	Director Of Coaching	\$22,600	\$26,798	2024
Upper Valley Soccer Foundation	ID	\$211,052	President	\$520	\$613	2023
Paramus United Soccer Club	NJ	\$209,567	Vice President	\$12,500	\$12,018	2024
Stetson Futbol Association Inc	FL	\$209,332	Director Of Coaching & Player Development	\$22,500	\$22,174	2025
Illinois Soccer Referee Committee	IL	\$230,765	Statedirassessments	\$16,615	\$17,589	2024
North Royalton Soccer Club	OH	\$208,487	Rec League Director, Sponsors Coordinator And Paid Coach	\$2,805	\$3,294	2023
Blue Knights Soccer Club	UT	\$231,603	Officer	\$41,550	\$45,792	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	112 organizations. Compensation range \$242–\$98,124; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$219,787); for reference, expenses \$217,405 and assets \$43,499.
ROLE MATCH	David Irby, reported title "PRESIDENT", 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	98 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	96 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 (David Irby) 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 10, 2026, comparing compensation against 112 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$89,122 is reasonable (approximately the 98th 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 10, 2026.