

Plainfield Soccer Association

Executive Director / CEO

EIN 473811696

IL · NTEE N64

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kathy Ayres, Executive Director / CEO** (\$18,488) against **every comparable organization** that fit the selection criteria — **114** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

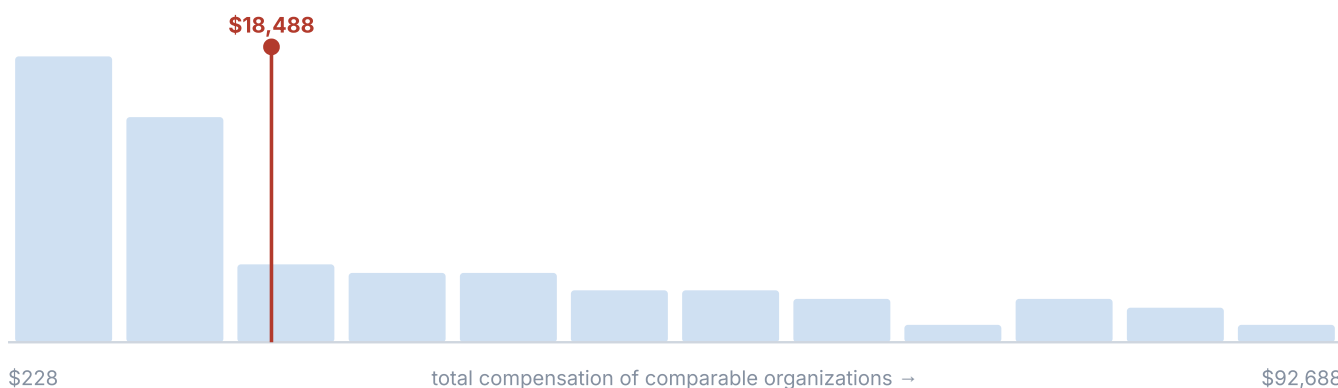
Benchmarked executive: Kathy Ayres — reported title “VICE PRESIDENT OF FINANCE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (N64).
- BUDGET** Total revenue between \$151,655 and \$339,528 — 0.67x to 1.50x the subject's \$226,352 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

114 organizations qualified on sector, size, and geography → **114** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,443	\$5,827	\$14,798	\$39,340	\$66,159	\$18,488
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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 IL 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
Yellowstone Soccer Association	MT	\$227,779	Executive Director	\$49,606	\$54,391	2024
United Nations Soccer League	CA	\$224,677	Carballo	\$28,800	\$26,043	2023
Minneapolis City Sc	MN	\$224,420	Sporting Director	\$2,313	\$2,393	2023
Stillwater Soccer Association Inc	OK	\$228,462	Director Of Coaching	\$22,600	\$25,313	2024
Power Evolution Fc Inc	CA	\$223,731	Pres & Ceo	\$79,336	\$71,741	2023
Huron County Youth Soccer Club	OH	\$223,412	Executive Di	\$34,375	\$37,034	2024
Illinois Soccer Referee Committee	IL	\$230,765	Statedirassessments	\$16,615	\$16,615	2024
Northeast La Soccer Association	LA	\$221,648	Director	\$26,897	\$29,350	2025
Blue Knights Soccer Club	UT	\$231,603	Officer	\$41,550	\$43,256	2024
Global Fc	MO	\$231,610	Executive Director	\$26,923	\$29,862	2023
Indy Genesis Ltd	IN	\$220,892	President	\$12,000	\$12,872	2024
Waltham Youth Soccer	MA	\$232,199	Director Of	\$51,875	\$48,817	2023
Mansfield Soccer Association	TX	\$220,500	President	\$6,450	\$6,563	2024
Vancouver West Soccer Club	WA	\$232,285	Registrar	\$12,780	\$11,982	2023
Beyond The Game A S	CA	\$232,592	President	\$5,000	\$4,392	2024
Surge International	OR	\$219,787	President	\$89,122	\$84,185	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hilton-parma Soccer Club Inc	NY	\$219,319	President	\$5,000	\$4,596	2024
Solon United Soccer Club	OH	\$233,688	President	\$800	\$839	2025
Flathead Rapids Inc	MT	\$218,887	Executive Director	\$7,462	\$8,423	2023
Leahi Soccer Club	HI	\$218,474	Director	\$14,500	\$13,205	2024
Central Florida Ridge Soccer Officials Association Inc	FL	\$235,043	Treasurer	\$3,000	\$2,793	2025
Denton Soccer Association Inc	TX	\$235,114	Secretary	\$12,680	\$12,902	2024
Joga Bonito	CA	\$216,746	Ceo	\$39,240	\$34,466	2024
Football For The World Foundation Usa	NE	\$215,086	Exec. Director/president	\$70,000	\$78,844	2023
Futbol Club Of Cary Inc	NC	\$215,066	President	\$48,000	\$50,448	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 114 organizations. Compensation range \$228–\$92,688; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$226,352); for reference, expenses \$205,349 and assets \$167,605.

ROLE MATCH Kathy Ayres, reported title "*VICE PRESIDENT OF FINANCE*", 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	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	55 th
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	54 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 (Kathy Ayres) 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 114 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,488 is reasonable (approximately the 55th 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.