

Peak Sports Academy

Executive Director / CEO

EIN 474602998

IA · NTEE N64

FY ending 2022-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mark Gavin, Executive Director / CEO** (\$10,237) against **every comparable organization** that fit the selection criteria — **104** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

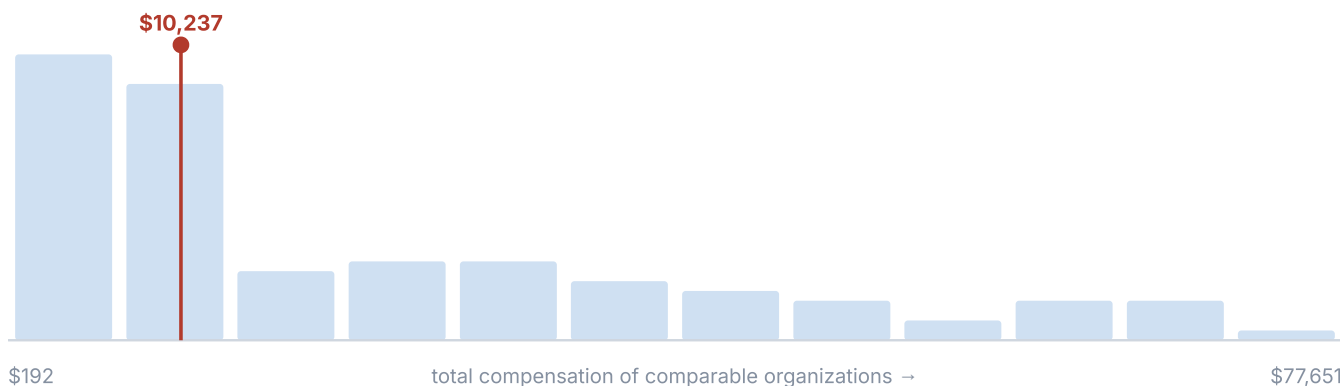
Benchmarked executive: Mark Gavin — reported title “Director of Coaching”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N64).
BUDGET	Total revenue between \$138,093 and \$309,165 — 0.67x to 1.50x the subject's \$206,110 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

104 organizations qualified on sector, size, and geography → **104** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,829	\$5,008	\$11,852	\$32,021	\$53,517	\$10,237
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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 IA 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
Oregon City Soccer Club	OR	\$205,215	President	\$14,000	\$11,079	2024
North Royalton Soccer Club	OH	\$208,487	Rec League Director, Sponsors Coordinator And Paid Coach	\$2,805	\$2,607	2023
Twin County Soccer Association Inc	NJ	\$203,266	Vice Pres	\$2,238	\$1,753	2023
Noreasters Soccer Academy Inc	NJ	\$202,902	Academy Director	\$6,500	\$4,818	2025
Stetson Futbol Association Inc	FL	\$209,332	Director Of Coaching & Player Development	\$22,500	\$17,548	2025
Paramus United Soccer Club	NJ	\$209,567	Vice President	\$12,500	\$9,510	2024
Pacesetter Soccer Club South	OH	\$201,227	Administrato	\$10,000	\$9,292	2023
Upper Valley Soccer Foundation	ID	\$211,052	President	\$520	\$486	2023
Alexandria Area Soccer Association	MN	\$200,816	President	\$725	\$595	2025
Paul Klover Soccer Assn Inc	MO	\$199,947	Pres/exec Di	\$9,300	\$8,642	2023
Chico Youth Soccer League	CA	\$212,376	Secy/exec Dir	\$44,375	\$31,811	2025
Regional Club League	WA	\$213,825	Rcl Commissioner	\$43,333	\$33,060	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wayne County United Soccer Club	NC	\$214,370	Director Of Coaching	\$35,000	\$30,023	2025
Futbol Club Of Cary Inc	NC	\$215,066	President	\$48,000	\$42,264	2024
Football For The World Foundation Usa	NE	\$215,086	Exec. Director/president	\$70,000	\$66,053	2023
Joga Bonito	CA	\$216,746	Ceo	\$39,240	\$28,874	2024
Leahi Soccer Club	HI	\$218,474	Director	\$14,500	\$11,062	2024
Flathead Rapids Inc	MT	\$218,887	Executive Director	\$7,462	\$7,057	2023
Hilton-parma Soccer Club Inc	NY	\$219,319	President	\$5,000	\$3,850	2024
Fremont Soccer Club Inc	NE	\$192,900	Director	\$15,285	\$14,010	2024
Washington Soccer Academy	MO	\$192,865	President	\$218	\$192	2025
Surge International	OR	\$219,787	President	\$89,122	\$70,528	2024
Mansfield Soccer Association	TX	\$220,500	President	\$6,450	\$5,498	2024
Indy Genesis Ltd	IN	\$220,892	President	\$12,000	\$10,784	2024
Northeast La Soccer Association	LA	\$221,648	Director	\$26,897	\$24,588	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA cost of living and 2022 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 IA 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	104 organizations. Compensation range \$192–\$77,651; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$206,110); for reference, expenses \$198,761 and assets \$116,054.
ROLE MATCH	Mark Gavin, reported title " <i>Director of Coaching</i> ", 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	1 peer 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	43 rd
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	42 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 (Mark Gavin) 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 104 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,237 is reasonable (approximately the 43rd 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.