

Stillwater Soccer Association Inc

Executive Director / CEO

EIN 731545903

OK · NTEE N64

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Justin Elkington, Executive Director / CEO** (\$22,600) against **every comparable organization** that fit the selection criteria — **115** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

Benchmarked executive: Justin Elkington — 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).

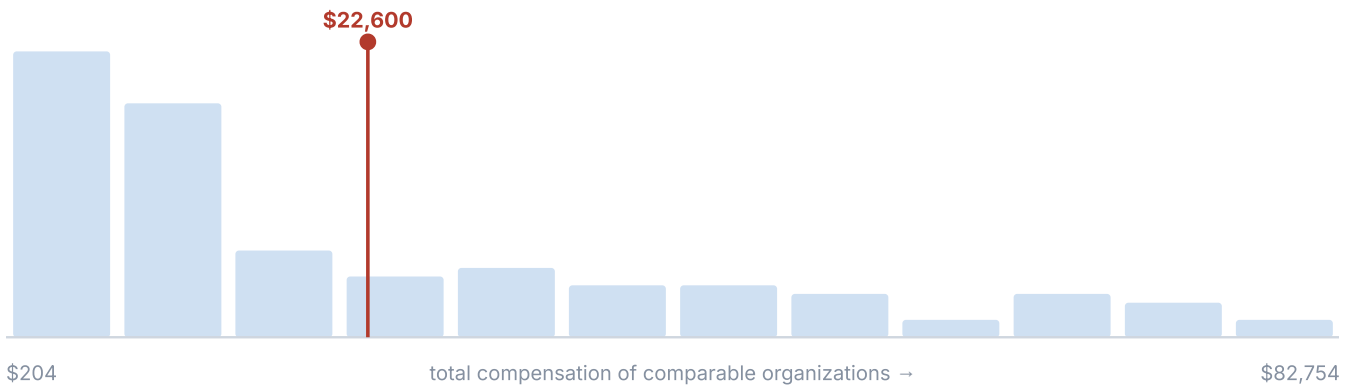
BUDGET Total revenue between \$153,069 and \$342,693 — 0.67x to 1.50x the subject's \$228,462 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

115 organizations qualified on sector, size, and geography

→ **115** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,196

\$5,270

\$12,714

\$35,014

\$59,027

\$22,600



■ 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 OK 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	\$48,561	2024
Plainfield Soccer Association	IL	\$226,352	Vice President Of Finance	\$18,488	\$16,506	2024
Illinois Soccer Referee Committee	IL	\$230,765	Statedirassessments	\$16,615	\$14,834	2024
Blue Knights Soccer Club	UT	\$231,603	Officer	\$41,550	\$38,620	2024
Global Fc	MO	\$231,610	Executive Director	\$26,923	\$26,661	2023
Waltham Youth Soccer	MA	\$232,199	Director Of	\$51,875	\$43,584	2023
United Nations Soccer League	CA	\$224,677	Carballo	\$28,800	\$23,252	2023
Vancouver West Soccer Club	WA	\$232,285	Registrar	\$12,780	\$10,698	2023
Minneapolis City Sc	MN	\$224,420	Sporting Director	\$2,313	\$2,137	2023
Beyond The Game A S	CA	\$232,592	President	\$5,000	\$3,921	2024
Power Evolution Fc Inc	CA	\$223,731	Pres & Ceo	\$79,336	\$64,052	2023
Huron County Youth Soccer Club	OH	\$223,412	Executive Di	\$34,375	\$33,064	2024
Solon United Soccer Club	OH	\$233,688	President	\$800	\$749	2025
Central Florida Ridge Soccer Officials Association Inc	FL	\$235,043	Treasurer	\$3,000	\$2,494	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Denton Soccer Association Inc	TX	\$235,114	Secretary	\$12,680	\$11,519	2024
Northeast La Soccer Association	LA	\$221,648	Director	\$26,897	\$26,204	2025
Indy Genesis Ltd	IN	\$220,892	President	\$12,000	\$11,492	2024
Mansfield Soccer Association	TX	\$220,500	President	\$6,450	\$5,859	2024
Surge International	OR	\$219,787	President	\$89,122	\$75,162	2024
Hilton-parma Soccer Club Inc	NY	\$219,319	President	\$5,000	\$4,103	2024
Middleton United Soccer Club	WI	\$237,893	Executive Director/coaching Director	\$57,315	\$52,959	2025
Flathead Rapids Inc	MT	\$218,887	Executive Director	\$7,462	\$7,520	2023
Wakefield Soccer Association Inc	MA	\$238,070	Director Of Coaching	\$69,960	\$58,779	2023
Leahi Soccer Club	HI	\$218,474	Director	\$14,500	\$11,790	2024
Joga Bonito	CA	\$216,746	Ceo	\$39,240	\$30,772	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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 **115** organizations. Compensation range \$204–\$82,754; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$228,462); for reference, expenses \$197,111 and assets \$57,538.
ROLE MATCH	Justin Elkington, 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	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	61 st
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	59 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 (Justin Elkington) 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 115 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,600 is reasonable (approximately the 61st 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.