

# Saints Soccer Academy

Executive Director / CEO

EIN 812652624  
 OR · NTEE N64  
 FY ending 2023-12-31  
**June 10, 2026**

This analysis benchmarks the total compensation of **Michael Fitzgerald, Executive Director / CEO** (\$101,100) against **every comparable organization** that fit the selection criteria — **176** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 93<sup>rd</sup> percentile of comparable organizations** above the 90th percentile — board review recommended

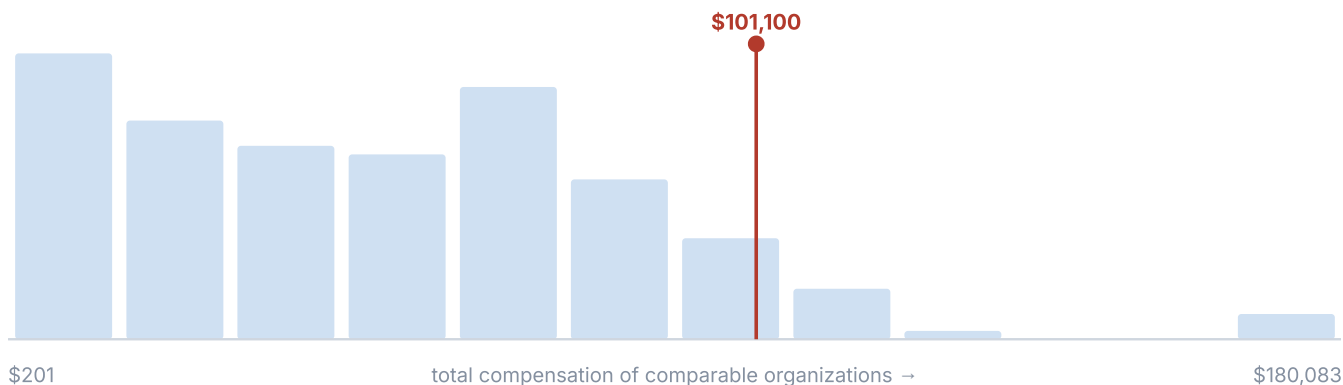
**Benchmarked executive:** Michael Fitzgerald — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

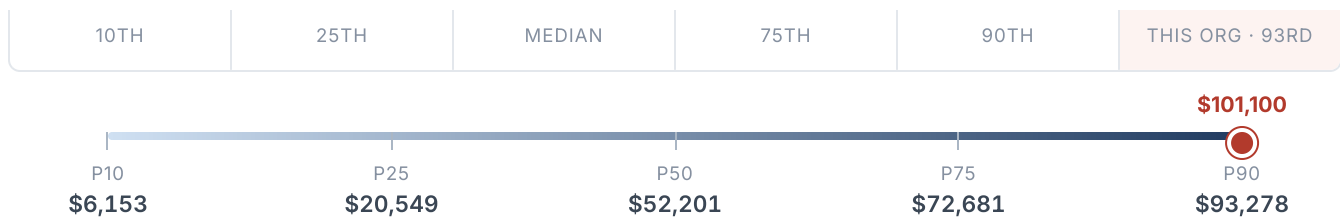
SECTOR	Organizations sharing the subject's NTEE classification (N64).
BUDGET	Total revenue between \$332,476 and \$744,351 — 0.67x to 1.50x the subject's \$496,234 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

**176** organizations qualified on sector, size, and geography → **176** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$6,153	\$20,549	\$52,201	\$72,681	\$93,278	<b>\$101,100</b>
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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
<a href="#">Rising Stars World Soccer Inc</a>	FL	\$495,462	Director	\$48,000	<b>\$47,164</b>	2024
<a href="#">Amherst Soccer Association Inc</a>	NY	\$498,408	Director Of Coaching	\$55,924	<b>\$54,417</b>	2023
<a href="#">Wauaukee Area Soccer Club</a>	WI	\$498,606	Treasurer	\$38,000	<b>\$40,438</b>	2025
<a href="#">Advantage Academy Inc</a>	AR	\$493,419	Ceo	\$79,984	<b>\$94,035</b>	2024
<a href="#">Cottonwood Football Club</a>	UT	\$492,452	President	\$12,000	<b>\$12,846</b>	2024
<a href="#">Cascade Soccer Club</a>	WA	\$490,773	Director	\$47,951	<b>\$44,902</b>	2024
<a href="#">Georgetown Football Club Inc</a>	KY	\$489,744	President	\$4,675	<b>\$5,254</b>	2024
<a href="#">Polonia Youth Soccer Club</a>	WI	\$489,625	Executive Director	\$20,000	<b>\$22,492</b>	2023
<a href="#">Urban Champions Academy</a>	TX	\$503,861	President & Ceo	\$22,000	<b>\$23,018</b>	2024
<a href="#">Niskayuna Soccer Club Inc</a>	NY	\$487,589	Coaching Coordinator	\$10,250	<b>\$9,438</b>	2025
<a href="#">Tyler Soccer Association Inc</a>	TX	\$505,880	Registrar/of	\$21,000	<b>\$21,972</b>	2024
<a href="#">Champlain Valley Educator Development</a>	VT	\$485,885	Executive Director	\$108,280	<b>\$117,359</b>	2023
<a href="#">Dillsburg Area Soccer Club</a>	PA	\$484,650	Member At La	\$6,740	<b>\$7,238</b>	2023
<a href="#">Capital Soccer Club Inc</a>	VT	\$483,640	Dir Of Admin	\$67,383	<b>\$70,938</b>	2024
<a href="#">Northern New Mexico Soccer</a>	NM	\$482,064	Executive Di	\$48,771	<b>\$56,486</b>	2023
<a href="#">Cheyenne Soccer Club</a>	WY	\$511,810	Board Member	\$62,965	<b>\$70,521</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Bridge City Soccer Academy</a>	OR	\$478,987	President & Executive Director	\$63,935	<b>\$63,935</b>	2023
<a href="#">Auburn Soccer Club</a>	AL	\$513,748	Executive Director	\$88,500	<b>\$97,423</b>	2025
<a href="#">South Tampa Youth Soccer Club Inc</a>	FL	\$518,492	Director	\$97,217	<b>\$95,523</b>	2024
<a href="#">Essex County Youth Soccer Association</a>	MA	\$472,877	Referee Assignor	\$30,500	<b>\$28,667</b>	2024
<a href="#">North Carolina Rush Triad Soccer Club Inc</a>	NC	\$472,369	Vice President - Operations	\$61,291	<b>\$68,195</b>	2023
<a href="#">Scotts Valley San Lorenzo Valley Soccer</a>	CA	\$520,450	Vice President	\$21,000	<b>\$19,527</b>	2023
<a href="#">Vermont Youth Soccer Association</a>	VT	\$521,568	Exec Director	\$78,434	<b>\$82,572</b>	2024
<a href="#">Wilmington Soccer Academy</a>	NC	\$469,581	President Treasurer	\$53,750	<b>\$58,089</b>	2024
<a href="#">Mt Laurel United Soccer Assoc Inc</a>	NJ	\$523,368	Secretary	\$41,162	<b>\$39,574</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR cost of living and 2023 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 176 organizations. Compensation range \$201–\$180,083; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$496,234); for reference, expenses \$609,233 and assets \$36,025.

<b>ROLE MATCH</b>	Michael Fitzgerald, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	3 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	93 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	92 <sup>nd</sup>
Reportable pay only (column D), adjusted	94 <sup>th</sup>
All sources (D + E + F), adjusted	93 <sup>rd</sup>

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 (Michael Fitzgerald) 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 176 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$101,100 is reasonable (approximately the 93<sup>rd</sup> 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.