

Bilu International Soccer

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Paulo Cesar, Executive Director / CEO** (\$11,400) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

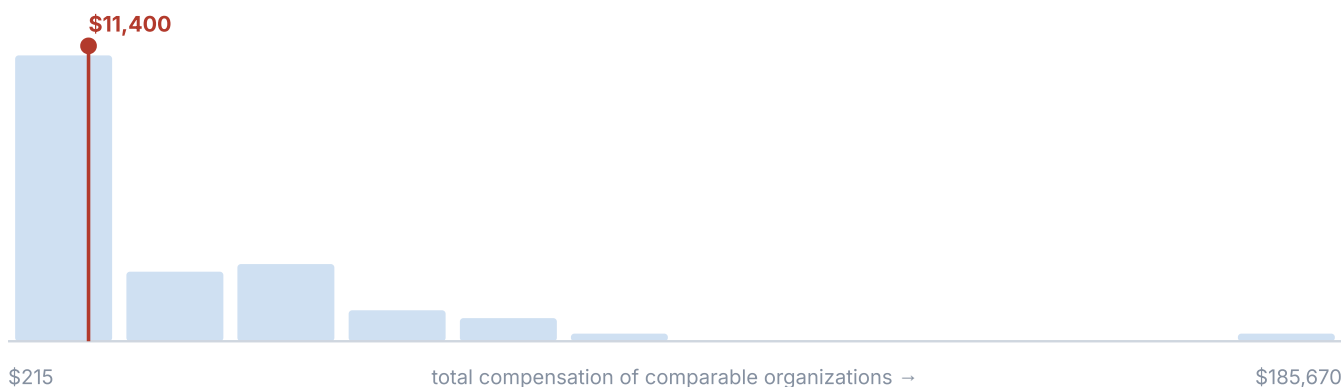
Benchmarked executive: Paulo Cesar — reported title “COPQUE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N64).
BUDGET	Total revenue between \$108,320 and \$242,509 — 0.67x to 1.50x the subject's \$161,673 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

65 organizations qualified on sector, size, and geography → **65** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,085	\$4,941	\$12,158	\$34,899	\$50,023	\$11,400
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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 SC 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
Southern Idaho Soccer League Inc	ID	\$159,683	President	\$2,500	\$2,625	2023
Canterbury Football Club Of Allen	IN	\$158,547	Director	\$42,000	\$42,456	2024
International Football Foundation	OH	\$158,050	President	\$47,450	\$48,174	2024
All Star Soccer Academy Inc	IN	\$156,383	Treasurer	\$3,500	\$3,642	2023
Larchmont Junior Soccer League Inc	NY	\$155,250	Registrar	\$4,450	\$3,968	2023
Fayette Co Youth Soccer League Inc	GA	\$154,779	President	\$10,031	\$9,953	2023
California Youth Soccer League	CA	\$169,719	Executive Di	\$47,500	\$40,477	2023
Abington Youth Soccer	PA	\$153,149	Vice Pres-travel	\$7,768	\$7,425	2024
Milan Sc	CA	\$147,802	President & Tournament Director	\$1,100	\$887	2025
Gloucester Baystars Football Club Inc	VA	\$176,222	Director	\$6,327	\$5,705	2025
Colorado Soccer Academy	CO	\$176,257	Executive Di	\$20,500	\$18,842	2024
The Ohio South State Referee Committee	OH	\$146,062	State Youth Referee Administrator	\$10,275	\$10,432	2024
Birmingham Bloomfield Soccer Club	MI	\$145,392	President	\$45,000	\$45,837	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Arkansas Valley Soccer Association	AR	\$180,185	Member	\$544	\$586	2024
Harleysville Soccer Assoc	PA	\$181,571	Exec Directo	\$25,329	\$24,212	2024
Texas Lightning Youth Soccer Club Inc	TX	\$184,885	Treasurer/secretary	\$10,000	\$9,871	2023
Sc Unit 16 Inc	MI	\$136,915	Director & President	\$192,627	\$185,670	2025
Coronado Athletic Club Inc	AZ	\$135,741	President	\$6,000	\$5,388	2025
Washington Soccer Academy	MO	\$192,865	President	\$218	\$215	2025
Fremont Soccer Club Inc	NE	\$192,900	Director	\$15,285	\$15,758	2024
Paul Klover Soccer Assn Inc	MO	\$199,947	Pres/exec Di	\$9,300	\$9,721	2023
Alexandria Area Soccer Association	MN	\$200,816	President	\$725	\$669	2025
Pacesetter Soccer Club South	OH	\$201,227	Administrato	\$10,000	\$10,452	2023
Noreasters Soccer Academy Inc	NJ	\$202,902	Academy Director	\$6,500	\$5,419	2025
Morris County Youth Soccer Association	NJ	\$120,204	President	\$14,420	\$12,341	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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	65 organizations. Compensation range \$215–\$185,670; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$161,673); for reference, expenses \$160,014 and assets \$1,659.
ROLE MATCH	Paulo Cesar, reported title "COPQUE", 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	46 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	45 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 (Paulo Cesar) 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 65 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,400 is reasonable (approximately the 46th 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.