

# Cary Soccer Association

Executive Director / CEO

EIN 900795493

IL · NTEE N64

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Ron Logan, Executive Director / CEO** (\$510) against **every comparable organization** that fit the selection criteria — **155** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 1<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Ron Logan — reported title “DIRECTOR”, 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).

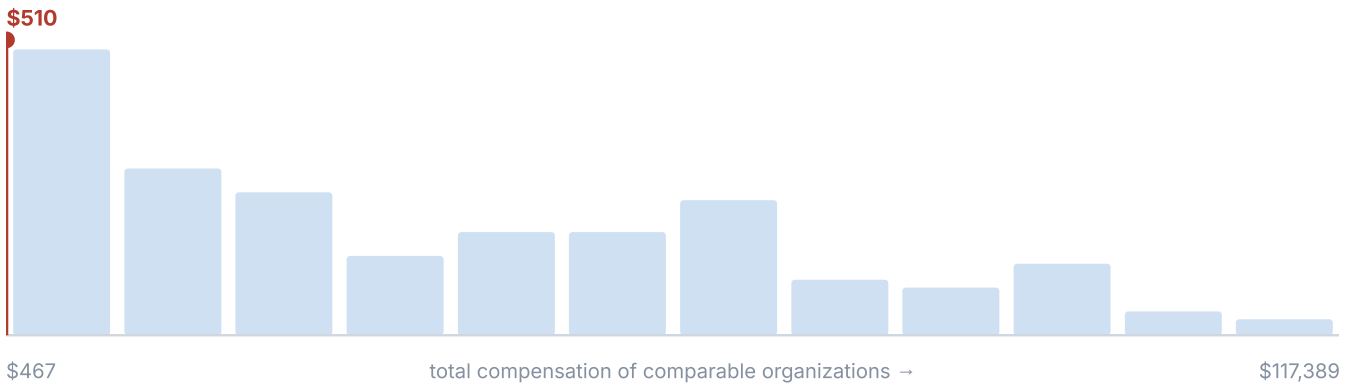
**BUDGET** Total revenue between \$248,454 and \$556,242 — 0.67x to 1.50x the subject's \$370,828 (the band tightens as size grows).

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

**155** organizations qualified on sector, size, and geography

→ **155** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,928

\$11,278

\$33,230

\$62,150

\$85,569

**\$510**



## ■ 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
<a href="#">High Plains Drifters Soccer Club Inc</a>	TX	\$371,027	President	\$18,395	<b>\$19,212</b>	2024
<a href="#">Weston Youth Soccer Inc</a>	MA	\$368,996	Administrator	\$28,500	<b>\$26,740</b>	2024
<a href="#">Rockville-olney Soccer Academy Inc</a>	MD	\$368,557	President	\$52,400	<b>\$52,659</b>	2023
<a href="#">California Bearcats Select</a>	CA	\$373,160	President	\$69,935	<b>\$64,914</b>	2023
<a href="#">River Surge Fc Inc</a>	WI	\$376,449	President	\$5,033	<b>\$5,347</b>	2025
<a href="#">West Sound Soccer Academy</a>	WA	\$364,254	Director Of Coaching, At Large	\$39,044	<b>\$36,497</b>	2024
<a href="#">Dublin United Soccer Club</a>	OH	\$377,522	Exec. Director	\$27,030	<b>\$30,774</b>	2023
<a href="#">Capital District Youth Soccer Leagueinc</a>	NY	\$363,553	Director	\$52,278	<b>\$49,322</b>	2024
<a href="#">Greater Portland Soccer District</a>	OR	\$363,542	President	\$3,472	<b>\$3,367</b>	2024
<a href="#">Fc Salmon Creek</a>	WA	\$378,868	Director Of Coaching	\$48,333	<b>\$44,016</b>	2025
<a href="#">Little Warriors Sports Academy</a>	WA	\$379,219	President	\$48,600	<b>\$46,772</b>	2023
<a href="#">Wolverine Youth Soccer Inc</a>	MA	\$362,081	Registrar	\$22,316	<b>\$20,398</b>	2025
<a href="#">Weston Soccer Club Inc</a>	CT	\$379,745	Registrar Director	\$10,000	<b>\$9,790</b>	2024
<a href="#">Sjgsl 2000 Inc</a>	NJ	\$361,699	Member At Large	\$6,600	<b>\$6,153</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Santa Cruz City Youth Soccer Club</a>	CA	\$360,089	Director	\$25,008	<b>\$21,965</b>	2025
<a href="#">Indian River Soccer Club Inc</a>	DE	\$359,590	President	\$2,500	<b>\$2,556</b>	2024
<a href="#">Lake Washington Premier Football</a>	WA	\$382,712	Executive Di	\$110,000	<b>\$102,825</b>	2024
<a href="#">Murray Max Soccer Inc</a>	UT	\$385,563	President	\$1,200	<b>\$1,283</b>	2024
<a href="#">Bedford-eulesse Soccer Association</a>	TX	\$386,038	Director Of Officials	\$15,070	<b>\$15,334</b>	2025
<a href="#">United Sports Soccer Club</a>	WA	\$386,368	President	\$94,800	<b>\$88,617</b>	2024
<a href="#">East Select Soccer Inc</a>	MN	\$386,845	Executive Di	\$38,288	<b>\$39,501</b>	2024
<a href="#">Altoona Soccer Club</a>	IA	\$387,489	Field Operation	\$4,514	<b>\$5,160</b>	2024
<a href="#">Cambridge Youth Soccer Inc</a>	MA	\$391,705	Executive Director	\$34,512	<b>\$31,546</b>	2025
<a href="#">Project Goal Inc</a>	RI	\$392,483	Secretary	\$6,190	<b>\$6,197</b>	2024
<a href="#">Fc Batavia</a>	AZ	\$348,865	Lifetime Director, Director Of Coaching, Coach	\$89,250	<b>\$89,617</b>	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 2025 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT 155 organizations. Compensation range \$467–\$117,389; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$370,828); for reference, expenses \$322,272 and assets \$389,428.

ROLE MATCH Ron Logan, reported title "*DIRECTOR*", 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 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	1 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	1 <sup>st</sup>
Reportable pay only (column D), adjusted	3 <sup>rd</sup>
All sources (D + E + F), adjusted	1 <sup>st</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 (Ron Logan) 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 155 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$510 is reasonable (approximately the 1<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.