

# Cascade Soccer Club

Executive Director / CEO

EIN 911104203

WA · NTEE N64

FY ending 2024-02-29

June 10, 2026

This analysis benchmarks the total compensation of **Justin Izutsu, Executive Director / CEO** (\$47,951) against **every comparable organization** that fit the selection criteria — **175** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47<sup>th</sup>** percentile of comparable organizations within the typical range

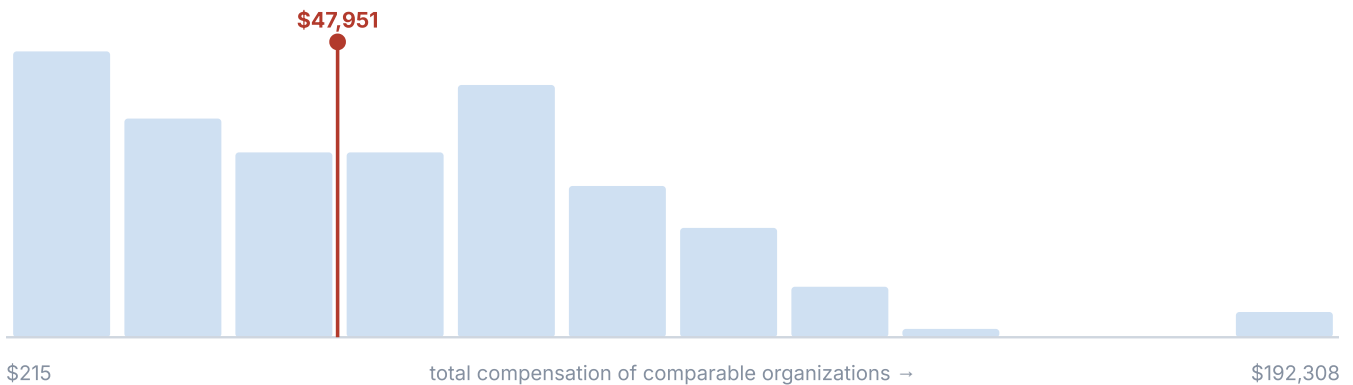
**Benchmarked executive:** Justin Izutsu — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

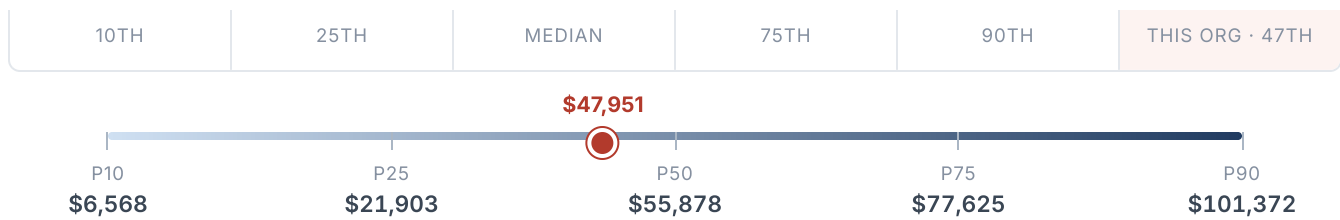
SECTOR	Organizations sharing the subject's NTEE classification (N64).
BUDGET	Total revenue between \$328,817 and \$736,159 — 0.67x to 1.50x the subject's \$490,773 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

**175** organizations qualified on sector, size, and geography → **175** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,568	\$21,903	\$55,878	\$77,625	\$101,372	<b>\$47,951</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 WA 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="#">Georgetown Football Club Inc</a>	KY	\$489,744	President	\$4,675	<b>\$5,610</b>	2024
<a href="#">Polonia Youth Soccer Club</a>	WI	\$489,625	Executive Director	\$20,000	<b>\$24,019</b>	2023
<a href="#">Cottonwood Football Club</a>	UT	\$492,452	President	\$12,000	<b>\$13,718</b>	2024
<a href="#">Advantage Academy Inc</a>	AR	\$493,419	Ceo	\$79,984	<b>\$100,419</b>	2024
<a href="#">Niskayuna Soccer Club Inc</a>	NY	\$487,589	Coaching Coordinator	\$10,250	<b>\$10,079</b>	2025
<a href="#">Rising Stars World Soccer Inc</a>	FL	\$495,462	Director	\$48,000	<b>\$50,365</b>	2024
<a href="#">Champlain Valley Educator Development</a>	VT	\$485,885	Executive Director	\$108,280	<b>\$125,326</b>	2023
<a href="#">Saints Soccer Academy</a>	OR	\$496,234	President	\$101,100	<b>\$107,963</b>	2023
<a href="#">Dillsburg Area Soccer Club</a>	PA	\$484,650	Member At La	\$6,740	<b>\$7,729</b>	2023
<a href="#">Capital Soccer Club Inc</a>	VT	\$483,640	Dir Of Admin	\$67,383	<b>\$75,754</b>	2024
<a href="#">Amherst Soccer Association Inc</a>	NY	\$498,408	Director Of Coaching	\$55,924	<b>\$58,111</b>	2023
<a href="#">Waunakee Area Soccer Club</a>	WI	\$498,606	Treasurer	\$38,000	<b>\$43,183</b>	2025
<a href="#">Northern New Mexico Soccer</a>	NM	\$482,064	Executive Di	\$48,771	<b>\$60,321</b>	2023
<a href="#">Bridge City Soccer Academy</a>	OR	\$478,987	President & Executive Director	\$63,935	<b>\$68,275</b>	2023
<a href="#">Urban Champions Academy</a>	TX	\$503,861	President & Ceo	\$22,000	<b>\$24,580</b>	2024
<a href="#">Tyler Soccer Association Inc</a>	TX	\$505,880	Registrar/of	\$21,000	<b>\$23,463</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Essex County Youth Soccer Association</a>	MA	\$472,877	Referee Assignor	\$30,500	<b>\$30,613</b>	2024
<a href="#">North Carolina Rush Triad Soccer Club Inc</a>	NC	\$472,369	Vice President - Operations	\$61,291	<b>\$72,824</b>	2023
<a href="#">Cheyenne Soccer Club</a>	WY	\$511,810	Board Member	\$62,965	<b>\$75,308</b>	2024
<a href="#">Wilmington Soccer Academy</a>	NC	\$469,581	President Treasurer	\$53,750	<b>\$62,032</b>	2024
<a href="#">Cyclone Soccer Hollywood Inc</a>	FL	\$467,992	President	\$53,000	<b>\$55,612</b>	2024
<a href="#">Auburn Soccer Club</a>	AL	\$513,748	Executive Director	\$88,500	<b>\$104,038</b>	2025
<a href="#">West Florida Soccer Club Inc</a>	FL	\$463,075	President	\$950	<b>\$997</b>	2024
<a href="#">South Tampa Youth Soccer Club Inc</a>	FL	\$518,492	Director	\$97,217	<b>\$102,007</b>	2024
<a href="#">Scotts Valley San Lorenzo Valley Soccer</a>	CA	\$520,450	Vice President	\$21,000	<b>\$20,852</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	175 organizations. Compensation range \$215–\$192,308; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$490,773); for reference, expenses \$535,927 and assets \$74,801.
ROLE MATCH	Justin Izutsu, reported title <i>"Director"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	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	47 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	47 <sup>th</sup>
Reportable pay only (column D), adjusted	47 <sup>th</sup>
All sources (D + E + F), adjusted	47 <sup>th</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 (Justin Izutsu) 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 175 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,951 is reasonable (approximately the 47<sup>th</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.