

Connecticut Academy Of

Executive Director / CEO

EIN 060945458

CT · NTEE U20B

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Theresa G Clark, Executive Director / CEO** (\$130,745) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

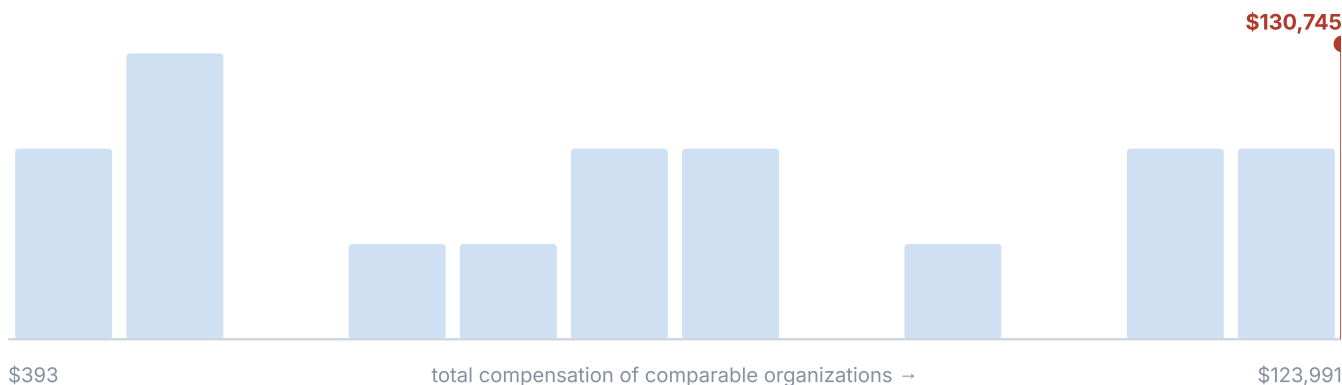
Benchmarked executive: Theresa G Clark — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (U20B).
BUDGET	Total revenue between \$276,494 and \$619,018 — 0.67x to 1.50x the subject's \$412,679 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (U20), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,203	\$19,572	\$56,923	\$90,836	\$115,989	\$130,745
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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 CT 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
Center For Scientific Integrity Inc	NY	\$429,108	Secretary	\$11,330	\$10,606	2024
Texas Organic Farmers	TX	\$393,353	Director	\$368	\$393	2023
City Kid Science Inc	NY	\$390,135	President	\$70,600	\$66,089	2024
Decatur Makers Inc	GA	\$384,484	Executive Director	\$83,550	\$84,784	2025
Virginia Academy Of Science	VA	\$372,146	Executive Officer	\$15,343	\$15,800	2023
Cato Neonatal Innovations Inc	FL	\$481,221	President	\$18,800	\$18,296	2024
Solving For Science	CA	\$338,901	Highest Compensated Employee	\$121,841	\$108,991	2024
International Society For	CA	\$332,093	Cfo/secretary	\$127,000	\$113,606	2024
Paleocultural Research Group	CO	\$318,728	Research Director	\$54,975	\$54,609	2024
South Jersey Innovation Center	NJ	\$318,444	Executive Director	\$21,000	\$19,997	2023
Landweb Inc	VT	\$315,096	Secretary/exec Director	\$55,181	\$59,237	2023
Consumer Brands Association Foundation	VA	\$281,213	Acting Ed	\$66,492	\$66,508	2024
Sociedad De Investigacion	PR	\$555,860	Executive Di	\$35,448	\$34,431	2024
Space For Humanity	CO	\$556,619	Executive Director	\$119,166	\$118,372	2024
Quest Science Center	CA	\$600,267	Chief Learning Officer	\$134,633	\$123,991	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Spritely Networked Communities	DE	\$607,941	Dir Of Opera	\$40,385	\$43,904	2022

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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	16 organizations. Compensation range \$393–\$123,991; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$412,679); for reference, expenses \$341,304 and assets \$886,886.
ROLE MATCH	Theresa G Clark, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	100th
Total compensation (D + F), as reported (no adjustments)	94th
Reportable pay only (column D), adjusted	75th
All sources (D + E + F), adjusted	88th

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 (Theresa G Clark) 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 16 similarly situated organizations (Same NTEE sector (U20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$130,745 is reasonable (approximately the 100th 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.