

Connecticut State Independent Living Council Inc

Executive Director / CEO

EIN 061664597
 CT · NTEE P80
 FY ending 2024-09-30
 June 13, 2026

This analysis benchmarks the total compensation of **Cole Molly, Executive Director / CEO** (\$76,442) against **every comparable organization** that fit the selection criteria — **275** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

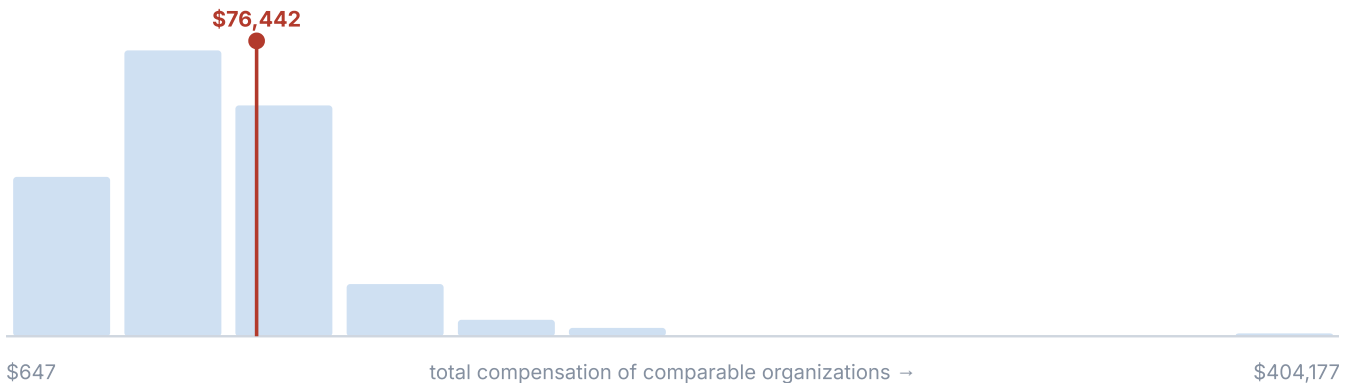
Benchmarked executive: Cole Molly — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$261,575 and \$585,616 — 0.67x to 1.50x the subject's \$390,411 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

275 organizations qualified on sector, size, and geography → **275** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,426 10TH	\$39,107 25TH	\$62,912 MEDIAN	\$83,429 75TH	\$103,349 90TH	\$76,442 THIS ORG · 66TH
-------------------------	-------------------------	---------------------------	-------------------------	--------------------------	------------------------------------



■ 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
Diversability Inc	OR	\$390,718	Executive Director	\$79,625	\$78,864	2024
Amor Wellness Center Inc	CA	\$389,449	Treasurer	\$19,077	\$17,569	2024
Deepwood Foundation	OH	\$389,176	Dir Of Devel	\$75,421	\$87,715	2023
Housing & Assistive Technology Inc	FL	\$391,911	Executive Di	\$138,036	\$134,738	2025
Isaiah House Inc	NY	\$387,311	Executive Director	\$84,789	\$81,716	2024
Coming Home Connection	NM	\$393,855	Exec. Direct	\$83,110	\$95,337	2024
Autism Project Of Palm Beach	FL	\$394,556	President	\$50,000	\$51,576	2023
Alianza Latina Aplicando Soluciones	WI	\$394,659	Executive Director	\$67,275	\$74,935	2024
Friends Of Club 21	CO	\$384,436	Ceo	\$60,000	\$61,361	2024
Rio Association Inc	OH	\$384,063	Director	\$63,343	\$73,668	2023
Eagle Mount Great Falls	MT	\$397,000	Executive Director	\$75,050	\$86,283	2024
Maximum Accessible Housing - Sheffield	OH	\$383,291	President	\$24,629	\$27,822	2024
Reck League	VA	\$397,841	Advisory	\$5,250	\$5,406	2024
Create Independence Inc	CT	\$398,803	Program Director	\$63,065	\$63,065	2024
Maryam Parman Foundation	CA	\$399,680	Executive Dir.	\$44,936	\$42,606	2023
Oklahomans For Independent Living	OK	\$380,925	Executive Di	\$69,432	\$81,541	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Thrive Center Inc	KY	\$400,000	Executive Director	\$67,350	\$77,173	2024
Strides To Success Inc	IN	\$380,636	Executive Director	\$46,848	\$52,691	2024
Widows And Orphans Of God Inc	VA	\$400,299	Executive Dir.	\$21,300	\$21,935	2024
Family Promise Of Southwest New Jersey	NJ	\$401,491	Executive Dir.	\$68,654	\$67,307	2023
The Statewide Independent Living Council	IL	\$402,673	Executive Director	\$65,140	\$66,541	2025
Homeownership Center Inc	WV	\$402,735	Executive Director	\$38,702	\$44,693	2024
Avalon Center	IA	\$375,270	Executive Di	\$88,756	\$106,711	2023
Lake Trust Credit Union Foundation	MI	\$375,055	Board Of Directors, President	\$356,617	\$404,177	2023
Care Center Ministries Missouri Inc	MO	\$374,406	Presidentlead Pastorexecuti	\$46,800	\$54,428	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 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 275 organizations. Compensation range \$647–\$404,177; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$390,411); for reference, expenses \$418,641 and assets \$418,466.

ROLE MATCH Cole Molly, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	66 th
Total compensation (D + F), as reported (no adjustments)	72 nd
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	59 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 (Cole Molly) 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 13, 2026, comparing compensation against 275 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,442 is reasonable (approximately the 66th 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 13, 2026.