

Summit Quest Adventures Inc

Executive Director / CEO

EIN 271977851

GA · NTEE F60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **William James, Executive Director / CEO** (\$55,778) against **every comparable organization** that fit the selection criteria — **129** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

Benchmarked executive: William James — 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 (F60).

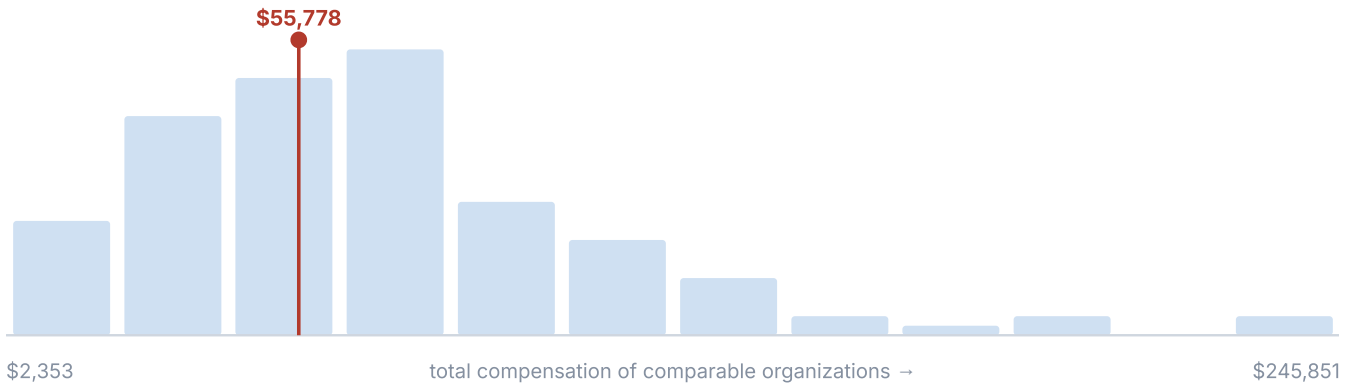
BUDGET Total revenue between \$284,042 and \$635,916 — 0.67x to 1.50x the subject's \$423,944 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

129 organizations qualified on sector, size, and geography

→ **129** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$26,166	\$39,950	\$65,420	\$92,690	\$123,133	\$55,778
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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 GA 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
Hope Mental Health Foundation	AZ	\$424,035	Chairman	\$69,000	\$65,997	2024
Barnabas Horse Foundation Inc	SC	\$424,492	President	\$65,000	\$67,441	2024
Divergent Recovery Center Inc	GA	\$421,195	Director	\$13,000	\$13,000	2024
Child Life Society Inc	NY	\$431,976	Secretary	\$52,000	\$46,732	2024
Christian Counseling Associates Of Jacksonville Inc	FL	\$432,130	President	\$162,000	\$151,357	2024
Together Happy And Forever	FL	\$432,530	President	\$33,500	\$32,223	2023
Verity Inc	FL	\$413,652	Executive Director	\$60,008	\$56,065	2024
Wholeness To Freedom Ministries Inc	FL	\$412,452	President	\$19,664	\$18,915	2023
Shielding The Frontline Kern County Inc	CA	\$412,313	Executive Dir.	\$60,000	\$53,049	2023
Jefferson Comprehensive Counseling	AR	\$435,779	Executive Director	\$56,103	\$64,571	2023
Childrens Grief Center Of El Paso	TX	\$411,640	Executive Director	\$115,414	\$114,820	2024
Love In The Trenches Inc	MD	\$441,582	Co Founder - Executive Director	\$96,519	\$89,744	2024
Newsong Counseling Center Inc	KY	\$442,149	President	\$57,300	\$61,226	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Love And Respect Ministries Inc	MI	\$405,717	President	\$224,820	\$230,787	2024
Healing Heroes Ministries	MT	\$405,025	President	\$229,325	\$245,851	2024
Modern Widows Club Inc	FL	\$442,954	President	\$98,173	\$94,432	2023
Hope Springs Counseling Center	KY	\$443,194	Executive Dir.	\$74,713	\$82,190	2023
Fresh Hope Inc	NE	\$445,065	Executive Director	\$66,590	\$71,231	2024
New Hope Center For Grief Support	MI	\$445,198	Executive Di	\$75,052	\$79,320	2023
The Hope And Healing Place Inc	TX	\$446,132	Executive Di	\$60,715	\$60,403	2024
Marriage Mentors Inc	TX	\$398,843	Ceo/president	\$138,334	\$137,622	2024
Mental Health Grace Alliance	TX	\$397,742	President An	\$81,520	\$81,101	2024
Drums In Recovery Inc	FL	\$397,477	President	\$183,200	\$171,164	2024
Life Focus Center Inc	NJ	\$396,394	President	\$47,600	\$42,267	2024
The Shine Initiative Inc	MA	\$452,657	Executive Director	\$117,349	\$104,877	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 **129** organizations. Compensation range \$2,353–\$245,851; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$423,944); for reference, expenses \$282,155 and assets \$310,044.
ROLE MATCH	William James, reported title "EXECUTIVE DIRECTOR", 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.
OUTLIERS	4 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	40 th
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	40 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 (William James) 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 129 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,778 is reasonable (approximately the 40th 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.