

# I Dance Adaptive Performing Arts

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Karen Medina, Executive Director / CEO** (\$106,613) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Karen Medina — reported title “PRESIDENT/DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (N30).

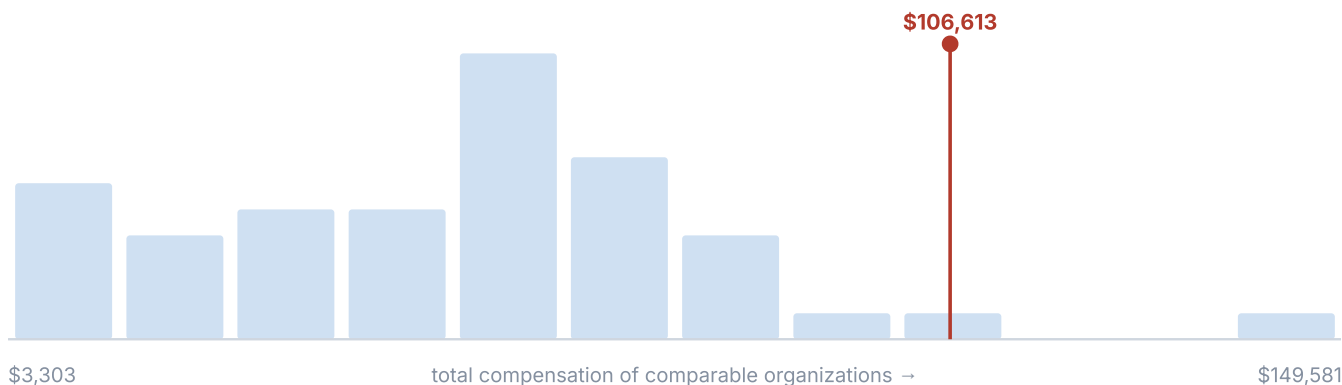
**BUDGET** Total revenue between \$304,254 and \$681,166 — 0.67x to 1.50x the subject's \$454,111 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (N30), nationwide + budget 0.67–1.5x revenue.

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

→ **45** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,496	\$34,155	\$58,338	\$66,583	\$83,122	<b>\$106,613</b>
----------	----------	----------	----------	----------	------------------



## ● 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 OH 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="#">United States Secret Service Employee</a>	DC	\$454,961	Executive Director	\$4,474	<b>\$3,816</b>	2023
<a href="#">Southern Off Road Bicycle</a>	NC	\$467,008	Executive Di	\$59,800	<b>\$58,338</b>	2024
<a href="#">Prospect Mountain Association Inc</a>	VT	\$473,412	Director	\$61,464	<b>\$58,410</b>	2024
<a href="#">Indiana Park And Recreation Association</a>	IN	\$474,097	Executive Director	\$101,376	<b>\$103,917</b>	2023
<a href="#">Tri Yoga International</a>	CA	\$429,524	President	\$42,000	<b>\$33,359</b>	2025
<a href="#">Clark Family Center</a>	OR	\$480,365	Executive Director	\$19,171	<b>\$17,305</b>	2023
<a href="#">Tyler Street Resource Center Inc</a>	TX	\$482,733	Executive Di	\$23,878	<b>\$22,551</b>	2024
<a href="#">Redemptive Cycles Services Inc</a>	AL	\$482,987	Executive Director	\$60,000	<b>\$63,007</b>	2023
<a href="#">Nile Swim Club Of Yeadon</a>	PA	\$423,223	Board Member	\$3,407	<b>\$3,303</b>	2023
<a href="#">Pikeride Inc</a>	CO	\$422,227	Executive Director	\$90,598	<b>\$82,021</b>	2024
<a href="#">Inclusively Fit Foundation</a>	MI	\$416,344	Exec Directo	\$72,800	<b>\$70,945</b>	2024
<a href="#">East Side Youth Center Inc</a>	PA	\$410,473	Director	\$15,000	<b>\$14,540</b>	2023
<a href="#">Flowers Fitness Club</a>	IL	\$499,995	Exec Director	\$38,126	<b>\$35,389</b>	2024
<a href="#">Bloom Fitness Corporation</a>	TX	\$401,207	Executive Director	\$8,000	<b>\$7,556</b>	2024
<a href="#">Patriot Training Foundation</a>	MO	\$511,696	President	\$86,442	<b>\$88,995</b>	2023
<a href="#">La Crescent Area Hcp Healthy Community Partnership</a>	MN	\$517,820	Executive Director program Manager	\$71,370	<b>\$66,583</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Friends Of The Forest Hills Park Association</a>	MI	\$390,268	Campaign Director	\$8,325	<b>\$8,353</b>	2023
<a href="#">South Carolina Recreation &amp; Parks</a>	SC	\$520,175	Executive Di	\$88,762	<b>\$87,429</b>	2024
<a href="#">Evansville Trails Coalition Inc</a>	IN	\$385,067	Executive Director	\$62,054	<b>\$61,785</b>	2024
<a href="#">River City Inclusive Gymnastics Inc</a>	VA	\$383,241	Ceo	\$53,586	<b>\$50,293</b>	2023
<a href="#">Slippery Rock Area Parks And Recreation</a>	PA	\$378,640	Director	\$46,722	<b>\$45,290</b>	2023
<a href="#">Move Inclusive Dance</a>	TN	\$372,440	Executive Director	\$65,000	<b>\$64,508</b>	2024
<a href="#">Sunnydale Avenue Community Center</a>	CA	\$545,887	President/director	\$25,195	<b>\$21,147</b>	2023
<a href="#">Michigan Running Foundation</a>	MI	\$545,921	President	\$44,000	<b>\$42,879</b>	2024
<a href="#">Police Fitness</a>	VA	\$548,189	President	\$10,385	<b>\$9,467</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	45 organizations. Compensation range \$3,303–\$149,581; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$454,111); for reference, expenses \$401,692 and assets \$149,978.
ROLE MATCH	Karen Medina, reported title " <i>PRESIDENT/DI</i> ", 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	1 peer 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	98 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	98 <sup>th</sup>
Reportable pay only (column D), adjusted	98 <sup>th</sup>
All sources (D + E + F), adjusted	93 <sup>rd</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 (Karen Medina) 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 45 similarly situated organizations (Same NTEE sector (N30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$106,613 is reasonable (approximately the 98<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 9, 2026.