

# California Academic Decathlon Assoc

Executive Director / CEO

EIN 510207269  
 CA · NTEE N41Z  
 FY ending 2025-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Ken Scarberry, Executive Director / CEO** (\$90,000) against **every comparable organization** that fit the selection criteria — **658** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Ken Scarberry — reported title “EXEC DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N41Z).
BUDGET	Total revenue between \$110,716 and \$247,873 — 0.67x to 1.50x the subject's \$165,249 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

**658** organizations qualified on sector, size, and geography → **658** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,525	\$8,351	\$24,479	\$52,593	\$77,452	<b>\$90,000</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 CA 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="#">Clutch Up Inc</a>	CA	\$165,269	President	\$8,000	<b>\$8,454</b>	2023
<a href="#">Texas Kingdom Christian Sports</a>	TX	\$165,049	Treasurer	\$8,250	<b>\$9,810</b>	2024
<a href="#">Girls On The Run Of Middle Tennessee</a>	TN	\$164,935	Executive Dir.	\$25,149	<b>\$30,614</b>	2025
<a href="#">Gridiron Imports Foundation Inc</a>	OK	\$165,567	Executive Director	\$83,050	<b>\$111,918</b>	2023
<a href="#">River Cities Tennis Association</a>	IA	\$165,648	Executive Di	\$25,884	<b>\$33,690</b>	2024
<a href="#">Aberdeen Board Parks &amp;</a>	MD	\$165,866	Treasurer	\$4,495	<b>\$4,867</b>	2025
<a href="#">Pittsburgh Harlequins</a>	PA	\$164,526	Treasurer	\$7,050	<b>\$8,358</b>	2024
<a href="#">Ukiah Valley Cultural &amp; Rec Center</a>	CA	\$166,254	Key Employee	\$61,547	<b>\$63,175</b>	2024
<a href="#">Trailspring Inc</a>	MO	\$164,178	Executive Dir.	\$59,865	<b>\$75,372</b>	2024
<a href="#">Club 104</a>	PA	\$166,428	Club Manager	\$46,627	<b>\$59,238</b>	2022
<a href="#">Fremont Adventure Recreation</a>	CO	\$163,970	Director	\$700	<b>\$822</b>	2023
<a href="#">Slovak Club Inc</a>	IN	\$163,950	President	\$17,700	<b>\$22,844</b>	2023
<a href="#">Lake Veterans Club Inc</a>	FL	\$166,576	President/co	\$20,900	<b>\$23,339</b>	2024
<a href="#">Elkhorn South Storm Legion Baseball</a>	NE	\$163,483	Board Member	\$8,200	<b>\$10,484</b>	2024
<a href="#">American Council Of Snowmobile Associations Inc</a>	MI	\$167,065	Executive Director	\$68,679	<b>\$82,094</b>	2025
<a href="#">Grit Hoops</a>	CO	\$163,331	Kasemodel	\$62,000	<b>\$70,669</b>	2024
<a href="#">Kulm Golf Course</a>	ND	\$163,204	Grounds Keeper	\$23,531	<b>\$31,603</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lake Charlevoix Mariners Inc</a>	MI	\$162,608	Director	\$9,000	<b>\$11,369</b>	2023
<a href="#">Greater Durham Black Chamber Of Commerce</a>	NC	\$167,896	Ceo	\$40,000	<b>\$49,130</b>	2024
<a href="#">Tusco Rifle Club Inc</a>	OH	\$167,969	Vice-president	\$19,200	<b>\$24,173</b>	2024
<a href="#">Backwoods Christian Camp Inc</a>	AL	\$162,108	Managing Director	\$28,800	<b>\$36,985</b>	2024
<a href="#">Transcend Foundation</a>	CA	\$161,957	Executive Dir.	\$36,500	<b>\$38,572</b>	2023
<a href="#">Bilu International Soccer</a>	SC	\$161,673	Copque	\$11,400	<b>\$14,138</b>	2024
<a href="#">Kent Canadian Club</a>	OH	\$169,218	Secretary	\$21,200	<b>\$26,692</b>	2024
<a href="#">Emilie M Bullowa Memorial Endowment Of</a>	NY	\$169,431	Scout Executive/ceo	\$18,549	<b>\$19,925</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2025 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 CA 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	<b>658</b> organizations. Compensation range \$1–\$403,549; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$165,249); for reference, expenses \$144,972 and assets \$353,321.
ROLE MATCH	Ken Scarberry, reported title " <i>EXEC DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 10 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	94 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	98 <sup>th</sup>
Reportable pay only (column D), adjusted	95 <sup>th</sup>
All sources (D + E + F), adjusted	92 <sup>nd</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 (Ken Scarberry) 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 658 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,000 is reasonable (approximately the 94<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.