

Adaptive Action Sports Inc

Executive Director / CEO

EIN 651245737
 CO · NTEE N122
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Daniel Gale, Executive Director / CEO** (\$22,296) against **every comparable organization** that fit the selection criteria — **918** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **51st** percentile of comparable organizations

within the typical range

Benchmarked executive: Daniel Gale — 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 (N122).
BUDGET	Total revenue between \$134,724 and \$301,623 — 0.67x to 1.50x the subject's \$201,082 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

918 organizations qualified on sector, size, and geography → **918** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,512	\$8,314	\$21,538	\$48,404	\$68,862	\$22,296
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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 CO 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
Pacesetter Soccer Club South	OH	\$201,227	Administrato	\$10,000	\$11,046	2023
Alexandria Area Soccer Association	MN	\$200,816	President	\$725	\$707	2025
North Aquatics Club Inc	IL	\$201,540	President	\$1,270	\$1,232	2025
Columbus Crusaders Youth Sports Inc	OH	\$201,625	Executive Director	\$16,975	\$18,750	2023
Friends Of The Fort Collins Bicycle Program Inc	CO	\$200,330	Executive Director Until 91	\$65,393	\$65,393	2023
Reno Tahoe Winter Games Coalition Inc	NV	\$201,869	Chief Executive Officer	\$47,677	\$48,410	2024
Eastern Trail Alliance	ME	\$201,882	Executive Director	\$57,630	\$58,456	2024
Waxahachie Youth Athletic Association	TX	\$201,932	Basketball President	\$945	\$986	2023
American Safe Climbing Association	CO	\$200,225	Treasurer And Executive Director	\$52,000	\$52,000	2023
Baird Fund Corporation	OH	\$201,997	Chief Executive Officer	\$61,742	\$66,242	2024
Challis Golf And Recreation Association	ID	\$200,019	Clubhouse Mgr	\$15,879	\$17,110	2024
North Carolina State	NC	\$202,153	President	\$1,833	\$1,918	2024
Paul Klover Soccer Assn Inc	MO	\$199,947	Pres/exec Di	\$9,300	\$10,273	2023
South-west Conference Inc	CT	\$202,427	Commissioner	\$15,000	\$13,879	2025
Clarksburg Baseball & Softball Inc	MD	\$199,636	Vice President	\$8,000	\$7,576	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Brainerd Blue Line Boosters	MN	\$199,593	Chair Member	\$20,000	\$20,610	2023
Aspen Junior Golf Foundation Inc	CO	\$202,585	Executive Dir	\$53,442	\$51,909	2024
Asheville-biltmore Volleyball Academy And Youth Athletic Associa	NC	\$202,788	President/exec Dir	\$26,069	\$27,285	2024
Noreasters Soccer Academy Inc	NJ	\$202,902	Academy Director	\$6,500	\$5,727	2025
Lower Burrell Legion Post #868 - Home Assoc	PA	\$203,033	Treasurer	\$6,481	\$6,740	2023
Ing's Goe Foundation	CA	\$203,092	Secretary	\$17,500	\$15,307	2024
Indian Hill Schools Booster	OH	\$198,916	Bravesline Manager	\$17,500	\$18,292	2025
Twin County Soccer Association Inc	NJ	\$203,266	Vice Pres	\$2,238	\$2,084	2023
Brighton Snowmobile Club Inc	VT	\$198,852	President	\$1,709	\$1,697	2025
Stone City Softball Inc	IL	\$198,811	Director	\$6,105	\$6,080	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 **918** organizations. Compensation range \$1–\$343,885; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$201,082); for reference, expenses \$167,402 and assets \$46,440.

ROLE MATCH	Daniel Gale, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	51 st
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	50 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 (Daniel Gale) 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 918 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,296 is reasonable (approximately the 51st 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.