

Awkng Inc

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Karla Adcox, Executive Director / CEO** (\$21,831) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

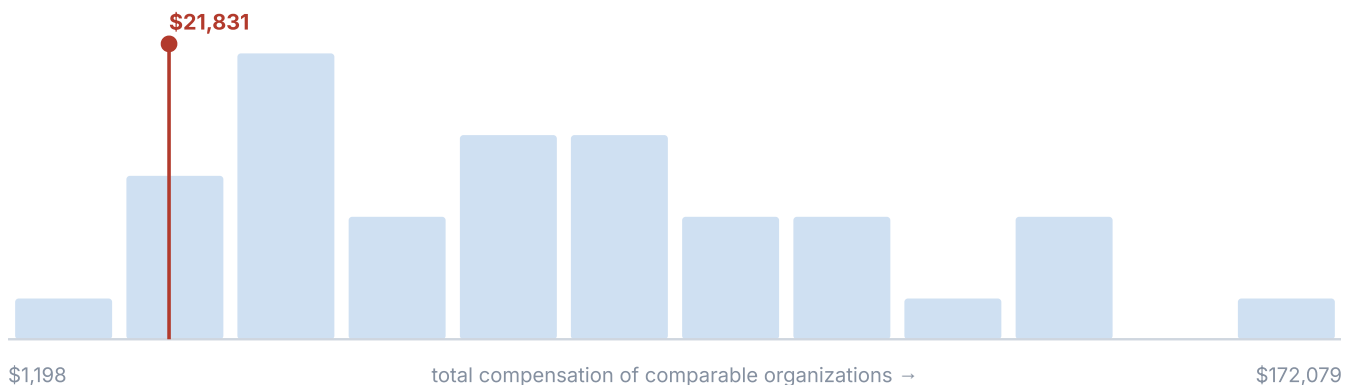
Benchmarked executive: Karla Adcox — reported title “CPD”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X80).
BUDGET	Total revenue between \$326,166 and \$730,224 — 0.67x to 1.50x the subject's \$486,816 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X80), nationwide + budget 0.67–1.5x revenue.

36 organizations qualified on sector, size, and geography → **36** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,251	\$37,602	\$61,678	\$90,367	\$129,154	\$21,831
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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 FL 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
Mass Of The Ages Society Limited	OH	\$483,890	Founder & Pr	\$96,718	\$109,045	2023
Taq Waqf Inc	VA	\$470,420	President	\$75,500	\$77,599	2023
Church Music Institute	TX	\$506,011	Director & Executive Director	\$35,000	\$36,199	2024
Prime Time Christian Broadcasting Inc	TX	\$506,592	Vice President	\$72,800	\$77,519	2023
Leroy Jenkins Evangelistic	FL	\$510,408	President	\$130,000	\$126,270	2024
Shining Hope International	VA	\$516,480	Secretary/treasurer	\$1,200	\$1,198	2024
Mustard Seed Ministry Inc	OR	\$452,440	President	\$34,310	\$33,917	2023
All Catholic Studios	CA	\$451,714	Ceo	\$96,750	\$88,931	2023
Little Brothers Friends Of The Elderly	OH	\$442,402	Executive Director	\$71,000	\$77,752	2024
Taming Mustangs Inc	TX	\$539,369	President	\$96,000	\$102,222	2023
Visual Story International	CA	\$564,582	President	\$152,324	\$135,997	2024
Captive Hearts	CA	\$567,685	Chairman	\$42,448	\$37,898	2024
Hollywood Prayer Network Inc	CA	\$404,268	Executive Dir.	\$67,323	\$60,107	2024
Catholic Music Initiative Inc	TX	\$576,076	Board Member	\$20,000	\$20,685	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hope Out Loud	VA	\$577,181	President	\$91,095	\$90,941	2024
365 Islamic Education Network	TX	\$385,927	Director	\$60,000	\$62,056	2024
Hermano Pablo Ministries	CA	\$384,739	Pastoral Counselor	\$66,480	\$59,354	2024
10000 Fathers Inc	CO	\$383,737	Executive Di	\$46,200	\$47,157	2023
Great Commission Media Ministries-usa	MN	\$606,746	Ceo Mission Dir	\$60,000	\$61,300	2024
Kh Institute	UT	\$362,935	President	\$31,603	\$33,442	2024
Catholics Come Home Inc	GA	\$355,689	Founder & President	\$165,522	\$172,079	2024
You Gods Music Inc	TX	\$623,455	Executive Director	\$38,500	\$39,819	2024
Pastoral Center	CA	\$347,278	Executive Director & Chief Financial Officer	\$83,941	\$74,944	2024
Jude 3 Project Inc	FL	\$346,391	President	\$41,980	\$40,776	2024
Master Minded Ministries Inc	ID	\$628,443	President	\$24,000	\$25,718	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 36 organizations. Compensation range \$1,198–\$172,079; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$486,816); for reference, expenses \$435,029 and assets \$238,034.
ROLE MATCH	Karla Adcox, reported title "CPD", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	1 peer 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	8 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	8 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 (Karla Adcox) 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 10, 2026, comparing compensation against 36 similarly situated organizations (Same NTEE sector (X80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,831 is reasonable (approximately the 8th 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 10, 2026.