

# Summit Adaptive Sports Inc

Executive Director / CEO

EIN 883377429

CT · NTEE P20

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Karen Cook, Executive Director / CEO** (\$35,000) against **every comparable organization** that fit the selection criteria — **533** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39<sup>th</sup>** percentile of comparable organizations within the typical range

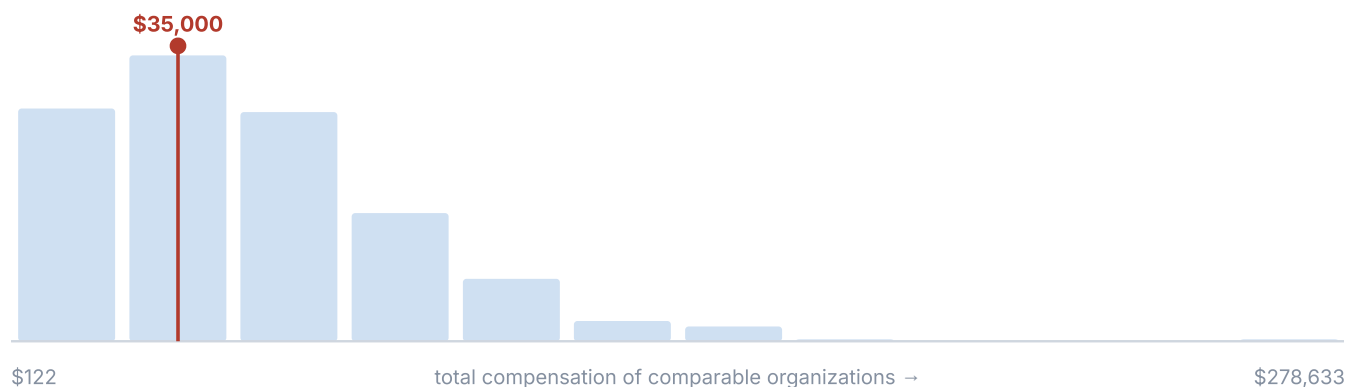
**Benchmarked executive:** Karen Cook — reported title “President, Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$110,982 and \$248,467 — 0.67x to 1.50x the subject's \$165,645 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**533** organizations qualified on sector, size, and geography → **533** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,641	\$24,310	\$44,128	\$68,216	\$93,845	\$35,000
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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 CT 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="#">Santa Monica Bay Area Human Relations</a>	CA	\$166,141	Director	\$80,844	<b>\$76,424</b>	2024
<a href="#">Foundation For Family And Community</a>	VA	\$166,147	Executive Dir.	\$41,500	<b>\$43,867</b>	2024
<a href="#">Sustainable Silicon Valley</a>	CA	\$166,295	Executive Dir.	\$26,833	<b>\$25,366</b>	2024
<a href="#">Northern California Dr Martin Luther King Jr Community Foundatio</a>	CA	\$164,851	Officer	\$99,220	<b>\$91,378</b>	2025
<a href="#">Policy Works Inc</a>	FL	\$164,687	President	\$29,771	<b>\$31,522</b>	2023
<a href="#">Hygieia Behavioral Health Foundation Inc</a>	CA	\$166,700	President And Ceo	\$120,000	<b>\$113,439</b>	2024
<a href="#">Childrens Lantern Inc</a>	OH	\$166,793	Executive Director	\$42,956	<b>\$51,280</b>	2023
<a href="#">Harvest Resources In Anne Arundel County Inc</a>	MD	\$166,850	Executive Director	\$47,300	<b>\$48,411</b>	2024
<a href="#">Spring Community Partners Inc</a>	NY	\$167,015	Executive Dir.	\$40,700	<b>\$41,452</b>	2023
<a href="#">Mission Minded Recovery Inc</a>	GA	\$167,036	Executive Director	\$63,635	<b>\$70,047</b>	2024
<a href="#">Potters House Ministries Inc</a>	OH	\$167,060	Executive Director	\$65,167	<b>\$75,562</b>	2024
<a href="#">Troy Dream Center Inc</a>	MO	\$167,207	Director Of The Troy Dream Center	\$45,000	<b>\$52,179</b>	2024
<a href="#">Marianas Alliance Of Non-governmental</a>	MP	\$167,421	Executive Dir.	\$23,646	<b>\$24,272</b>	2024
<a href="#">Bolivar County Literacy Council</a>	MS	\$163,511	Director	\$65,313	<b>\$79,635</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">United Women Of Color</a>	AL	\$163,505	Executive Di	\$8,400	<b>\$10,228</b>	2023
<a href="#">Nextstep Ministries</a>	CA	\$163,347	President/exec Director	\$27,524	<b>\$26,019</b>	2024
<a href="#">Junior Charity League Of Concordinc</a>	NC	\$163,213	Executive Di	\$13,881	<b>\$16,166</b>	2023
<a href="#">Hope Ministries Inc</a>	GA	\$168,269	Executive Director	\$34,075	<b>\$37,509</b>	2024
<a href="#">Helping Hands Of Kilgore</a>	TX	\$162,622	Executive Dir.	\$33,000	<b>\$36,138</b>	2024
<a href="#">La Dream Center Inc</a>	AL	\$168,693	Executive Director	\$24,000	<b>\$29,224</b>	2023
<a href="#">Timothy's Ministry</a>	IL	\$162,217	Director	\$91,340	<b>\$98,307</b>	2024
<a href="#">Black Child Development Institute Ohio</a>	OH	\$169,105	President	\$41,750	<b>\$49,839</b>	2023
<a href="#">Danville Police Association</a>	IL	\$162,163	Secretary	\$288	<b>\$319</b>	2023
<a href="#">Coptic Cross Ministries</a>	VA	\$169,965	Executive Minister	\$42,000	<b>\$44,395</b>	2024
<a href="#">Flourish Ministries Inc</a>	CA	\$160,448	President	\$89,347	<b>\$86,957</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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** 533 organizations. Compensation range \$122–\$278,633; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$165,645); for reference, expenses \$152,035 and assets \$241,586.

ROLE MATCH	Karen Cook, reported title " <i>President, Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	39 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	44 <sup>th</sup>
Reportable pay only (column D), adjusted	42 <sup>nd</sup>
All sources (D + E + F), adjusted	36 <sup>th</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 Cook) 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 533 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,000 is reasonable (approximately the 39<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.