

Heroes Academy Inc

Executive Director / CEO

EIN 264263977

KS · NTEE I21

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Kyle Ellison, Executive Director / CEO** (\$66,731) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

Benchmarked executive: Kyle Ellison — reported title "EXECUTIVE DIRECTOR; THRU JULY 2022", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I21).
BUDGET	Total revenue between \$245,303 and \$549,187 — 0.67x to 1.50x the subject's \$366,125 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I21), nationwide + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography → **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,116	\$41,824	\$63,535	\$82,641	\$91,719	\$66,731
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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 KS 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
Reimagine Justice Illinois	IL	\$378,213	Co-executive Director	\$95,264	\$84,204	2024
Saveone	TN	\$379,989	President	\$92,431	\$87,353	2024
Childrens Rescue Center Inc	OH	\$381,142	Co-president	\$37,604	\$36,867	2023
Wilmington Youth Rowing Association	DE	\$383,901	Executive Director	\$34,842	\$30,673	2024
The Free Root Operation Inc	IL	\$347,806	President	\$60,865	\$53,799	2024
Collective Climb	PA	\$388,511	Executive Director	\$69,713	\$62,504	2024
Asservo Project Inc	PA	\$393,666	Chairman Exec Dir	\$120,000	\$107,591	2024
Peacemaker Resources	MN	\$395,842	Executive Di	\$45,446	\$41,566	2023
The Brothers Redefining Opportunity Experience Fdn Inc	NY	\$335,308	Director	\$39,226	\$32,810	2023
Restorative Justice Partners Inc	CA	\$399,233	Executive Director	\$85,365	\$64,566	2025
E3 Education Excellence & Equity	CA	\$329,664	Board Member	\$60,000	\$47,957	2023
Unmask Youth Program	PA	\$402,893	Founder/board Member	\$100,000	\$92,308	2023
Good Kids Mad City - Englewood	IL	\$327,251	Foundation Mgr.	\$66,667	\$58,927	2024
Books Over Balls	IL	\$405,059	Chief Executive Office	\$59,020	\$53,709	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Public Safety Foundation	MN	\$323,739	Executive Director/director	\$31,500	\$27,984	2024
Aliive Roberts County Inc	SD	\$322,713	Executive Director	\$303,418	\$301,069	2024
Johnston County Youth Services Inc	NC	\$320,372	Executive Di	\$56,656	\$52,633	2024
Atwood Elder Housing Inc	MA	\$416,558	President/treasurer	\$14,570	\$11,772	2024
Changing The Health Of Adolescents Impacting The Nation Reaction Inc	CA	\$308,759	Ceo	\$19,600	\$16,309	2022
The Bridge Ministry Center	MI	\$424,808	Executive Di	\$87,829	\$83,913	2023
Urbanpromise Honduras Inc	TN	\$424,978	Executive Director	\$76,563	\$74,494	2023
Police And Kids Foundation Inc	FL	\$427,255	President	\$90,000	\$78,261	2023
Skillful Living Center Inc	TX	\$300,351	Chief Executive Office	\$85,000	\$76,445	2024
Three Sisters Gardens	NV	\$442,200	Ceo	\$104,000	\$93,726	2024
Mustard Seed Project	NC	\$448,990	President	\$32,000	\$29,728	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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 **46** organizations. Compensation range \$11,772–\$301,069; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$366,125); for reference, expenses \$410,982 and assets \$109,379.
ROLE MATCH	Kyle Ellison, reported title " <i>EXECUTIVE DIRECTOR; THRU JULY 2022</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	52 nd
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	46 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 (Kyle Ellison) 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 46 similarly situated organizations (Same NTEE sector (I21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,731 is reasonable (approximately the 52nd 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.