

# The Ivy Foundation

Executive Director / CEO

EIN 311685355

VA · NTEE B114

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kari Evans, Executive Director / CEO** (\$104,004) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

**Benchmarked executive:** Kari Evans — 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 (B114).

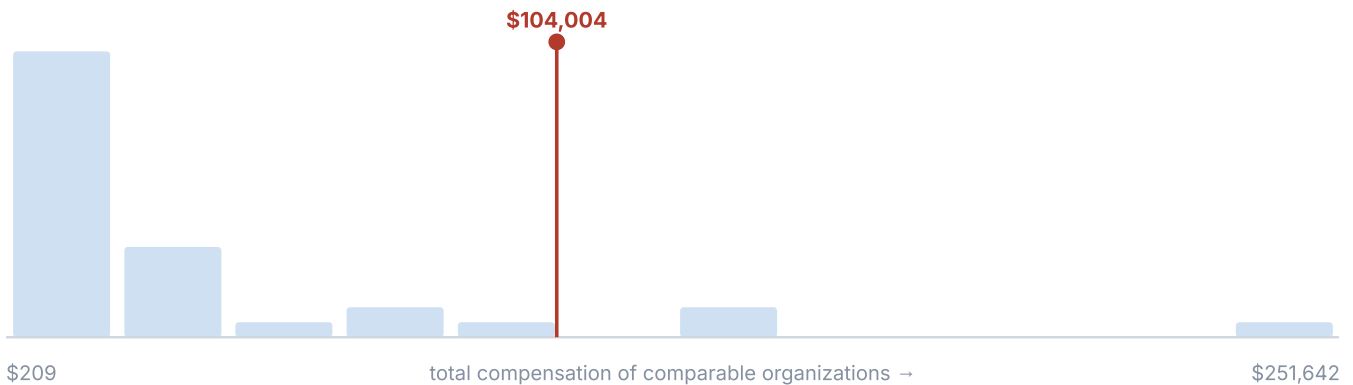
**BUDGET** Total revenue between \$36,401 and \$81,495 — 0.67x to 1.50x the subject's \$54,330 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

**32** organizations qualified on sector, size, and geography

→ **32** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$1,634

\$3,658

\$17,226

\$35,789

\$94,859

**\$104,004**



## ■ 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 VA 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="#">Junior Achievement Of Eastern Iowa</a>	IA	\$54,804	Authorized Agent	\$8,616	<b>\$9,491</b>	2024
<a href="#">Barat Education Foundation</a>	IL	\$52,959	Treasurer	\$3,000	<b>\$2,891</b>	2025
<a href="#">The Drost Family Foundation</a>	NY	\$52,606	Trustee	\$2,860	<b>\$2,677</b>	2023
<a href="#">Wilson Area Partners In Education Founda</a>	PA	\$57,003	Executive Director	\$29,446	<b>\$30,412</b>	2023
<a href="#">Charles Henry Leach Ii Fund For Duquesne University</a>	PA	\$57,036	Pres/director	\$134,644	<b>\$135,073</b>	2024
<a href="#">Berea College Leverage Lender Inc</a>	KY	\$57,546	President/as President Of Berea College/director	\$57,401	<b>\$63,871</b>	2023
<a href="#">St Hope Endowment</a>	CA	\$58,061	Ceo	\$234	<b>\$209</b>	2023
<a href="#">Friends Of The San Rafael Public Library</a>	CA	\$60,014	Director	\$2,310	<b>\$1,955</b>	2025
<a href="#">Susquehanna University And</a>	PA	\$60,368	Trustee	\$30,266	<b>\$29,580</b>	2025
<a href="#">Wood Colony Christian School</a>	CA	\$61,546	President	\$7,475	<b>\$6,685</b>	2023
<a href="#">Go Topeka Etlc Support Corporation</a>	KS	\$45,915	President	\$34,884	<b>\$39,031</b>	2023
<a href="#">Maurice River Education Foundation</a>	NJ	\$62,775	Secretary	\$19,539	<b>\$17,097</b>	2025
<a href="#">Westerville Rotary Foundation</a>	OH	\$63,485	Treasurer	\$1,500	<b>\$1,598</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Honorable Character</a>	TX	\$64,308	Director	\$990	<b>\$997</b>	2024
<a href="#">Cardinal Education Foundation Inc</a>	TX	\$64,486	President	\$16,005	<b>\$16,106</b>	2024
<a href="#">Jakc Foundation</a>	KS	\$43,884	Chief Executive Officer	\$14,942	<b>\$16,238</b>	2024
<a href="#">Mbbs-us Inc</a>	CA	\$64,801	University President (Part Year)	\$38,809	<b>\$34,708</b>	2023
<a href="#">Eastern New Mexico University Ruidoso Foundation</a>	NM	\$66,380	Executive Director	\$62,602	<b>\$67,734</b>	2024
<a href="#">Bill And Vieve Gore Endowment Fund</a>	UT	\$67,313	Trustee	\$123,960	<b>\$131,398</b>	2023
<a href="#">Kipp St Louis Facilities Fund</a>	MO	\$40,853	Chairman	\$51,519	<b>\$56,514</b>	2023
<a href="#">Denver Christian Schools Foundation Inc</a>	CO	\$67,909	Head Of School	\$17,985	<b>\$17,861</b>	2023
<a href="#">Alleghany Highlands Regional Library Foundation</a>	VA	\$39,981	Secretary	\$22,953	<b>\$21,720</b>	2025
<a href="#">Green Town Properties Inc</a>	NC	\$39,550	President	\$91,458	<b>\$97,873</b>	2023
<a href="#">Coachella Valley Unified School District</a>	CA	\$39,498	President	\$21,198	<b>\$18,958</b>	2023
<a href="#">Mississippi 8 Conference</a>	MN	\$69,671	Executive Secretary	\$16,958	<b>\$17,354</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	32 organizations. Compensation range \$209–\$251,642; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$54,330); for reference, expenses \$148,336 and assets \$1,384,405. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Kari Evans, reported title " <i>EXECUTIVE 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	4 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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	91 <sup>st</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	47 <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 (Kari Evans) 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 32 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$104,004 is reasonable (approximately the 91<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.