

# Partners Advancing Student Success

Executive Director / CEO

EIN 455615740

GA · NTEE B90

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Joanah B Mobley, Executive Director / CEO** (\$60,653) against **every comparable organization** that fit the selection criteria — **497** 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

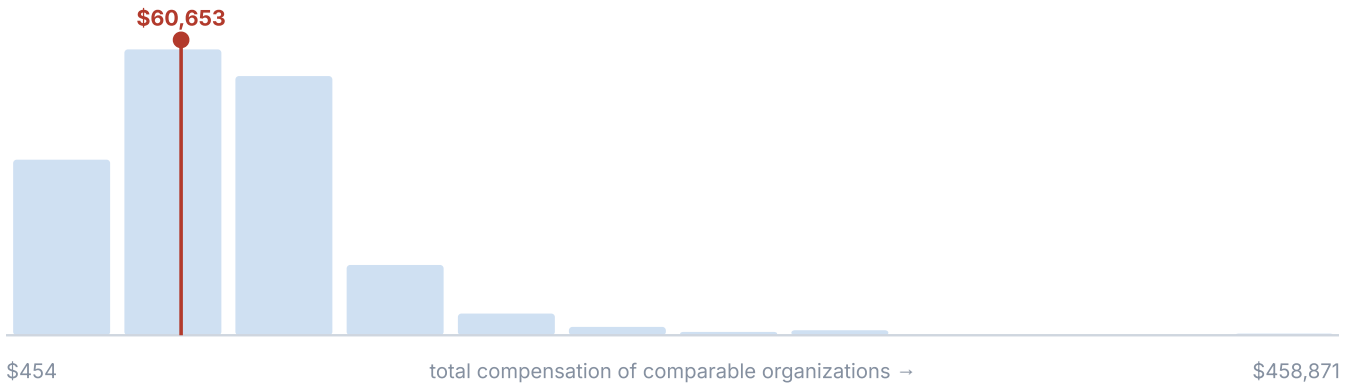
**Benchmarked executive:** Joanah B Mobley — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$333,784 and \$747,279 — 0.67x to 1.50x the subject's \$498,186 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

**497** organizations qualified on sector, size, and geography → **497** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,132	\$45,587	\$69,575	\$99,750	\$122,561	\$60,653
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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 GA 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="#">Kitty Bungalow</a>	CA	\$497,960	Executive Dir.(from 5/23 To 9/23)	\$69,315	<b>\$62,907</b>	2023
<a href="#">Black Girls Do Stem</a>	MO	\$498,418	Managing Dir.	\$72,570	<b>\$78,466</b>	2024
<a href="#">Oaks Tutorials</a>	TX	\$498,549	Head Of School	\$30,000	<b>\$29,846</b>	2025
<a href="#">Medha Corp</a>	FL	\$497,278	President	\$57,303	<b>\$54,955</b>	2024
<a href="#">Center For Redemptive Education Inc</a>	VA	\$496,876	President	\$68,580	<b>\$67,599</b>	2024
<a href="#">Gary Alumni Pathway To Students Inc</a>	IN	\$496,787	Executive Director	\$78,027	<b>\$84,000</b>	2024
<a href="#">American Board Of Optometry</a>	MO	\$495,928	Executive Director	\$153,132	<b>\$165,574</b>	2024
<a href="#">Compass Education And Career Foundation Inc</a>	NJ	\$495,633	Executive Director	\$85,740	<b>\$80,457</b>	2023
<a href="#">Decatur Book Festival</a>	GA	\$501,021	Executive Director	\$100,000	<b>\$102,646</b>	2024
<a href="#">Southeast Center For Cooperative Development</a>	TN	\$494,987	Executive Co-director	\$70,730	<b>\$78,140</b>	2023
<a href="#">Zollikon Institute</a>	OH	\$501,491	President	\$71,000	<b>\$76,769</b>	2024
<a href="#">Resourcewest</a>	MN	\$501,509	Executive Director	\$81,739	<b>\$82,452</b>	2024
<a href="#">First Addition Extension</a>	MI	\$501,801	President	\$4,200	<b>\$4,425</b>	2024
<a href="#">Each One Teach One Inc</a>	TX	\$494,569	Executive Dir.	\$35,522	<b>\$36,274</b>	2024
<a href="#">Peace To Pieces Inc</a>	FL	\$494,391	President	\$87,046	<b>\$81,327</b>	2025
<a href="#">The Bee Cause Project Inc</a>	SC	\$493,710	Executive Di	\$95,000	<b>\$101,176</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Central States Private Education Network</a>	MD	\$493,208	Co-executive Director	\$101,000	<b>\$99,242</b>	2023
<a href="#">Schools That Lead</a>	DE	\$493,198	President An	\$164,400	<b>\$169,185</b>	2023
<a href="#">Blue Dot Education</a>	CA	\$504,424	Executive Director/ceo	\$13,270	<b>\$11,698</b>	2024
<a href="#">Mcc Pta Educational Programs Inc</a>	MD	\$505,236	Executive Director, Ex-officio Member Of The Board	\$52,375	<b>\$51,464</b>	2023
<a href="#">Educational Harbor Inc</a>	FL	\$490,880	Principal	\$61,407	<b>\$58,891</b>	2024
<a href="#">Malverne Afterschool Center Inc</a>	NY	\$505,650	Executive Dir.	\$48,000	<b>\$45,587</b>	2023
<a href="#">California Indian Education For All</a>	CA	\$505,690	Ceo	\$5,500	<b>\$4,849</b>	2024
<a href="#">Luster Learning Institute Nfp</a>	IL	\$489,765	President Ceo	\$146,500	<b>\$147,031</b>	2024
<a href="#">Creative Learning For Children Inc</a>	MA	\$507,125	Co-director	\$60,000	<b>\$55,042</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	497 organizations. Compensation range \$454–\$458,871; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$498,186); for reference, expenses \$437,126 and assets \$591,126.
ROLE MATCH	Joanah B Mobley, reported title <i>"Executive Dir."</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	39 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	40 <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 (Joanah B Mobley) 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 497 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,653 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.