

Academic Technology And Wellness Academy

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Yolanda Kennedy, Executive Director / CEO** (\$29,500) against **every comparable organization** that fit the selection criteria — **128** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

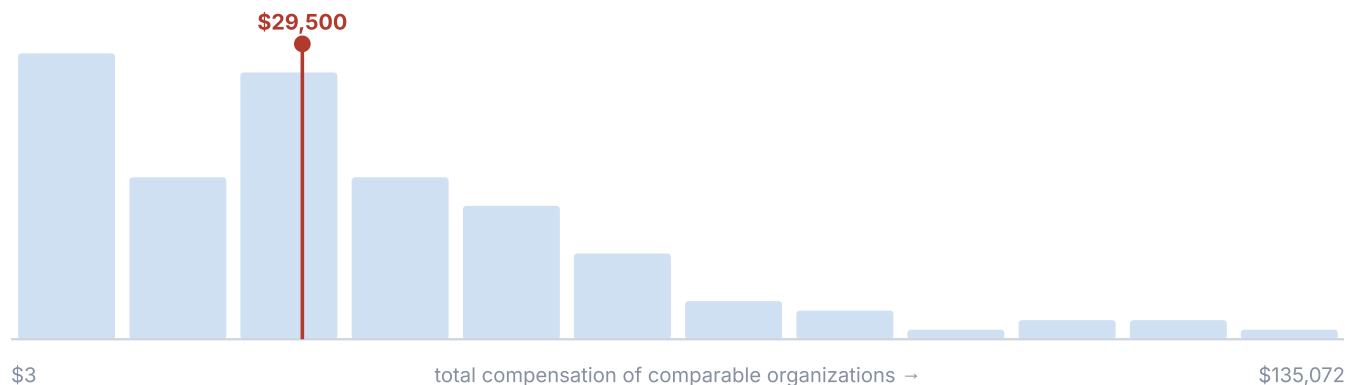
Benchmarked executive: Yolanda Kennedy — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$51,385 and \$115,042 — 0.67x to 1.50x the subject's \$76,695 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

128 organizations qualified on sector, size, and geography → **128** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,487	\$14,200	\$29,185	\$49,997	\$67,608	\$29,500
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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 SC 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
Community Connection Of Sauk Centre	MN	\$76,676	President	\$9,240	\$8,752	2024
Grace To Glory Discipleship Ministries Inc	SC	\$76,496	Assistant Director	\$37,000	\$38,093	2023
The Molly Ann Tango Memorial Foundation Inc	CT	\$75,863	Secretary	\$2,080	\$1,924	2023
Translational Testing And Training	GA	\$75,497	Interim Ceo	\$49,325	\$46,315	2025
Freedom Sailing Camp Of Fl Inc	FL	\$75,281	Vice President	\$4,749	\$4,276	2024
Mulberry Place Inc	AR	\$78,254	Executive Director	\$21,642	\$24,007	2023
Greater Portland Economic Development	OR	\$75,085	Executive Director	\$36,591	\$33,534	2023
Stewartstown Area Senior Citizens Center Inc	PA	\$75,068	Director	\$34,580	\$33,055	2024
Tampa Bay Economic Prosperity Foundation	FL	\$75,000	President/ceo	\$59,083	\$53,203	2024
Christian Outreach Training And Research Institute	CA	\$74,798	President/director	\$300	\$248	2024
Iglesia Camino Verdad Y Vida	NY	\$78,852	President	\$9,353	\$8,101	2024
Family Promise Of Southwestern	PA	\$74,481	Executive Di	\$58,396	\$57,470	2023
Agua Es Vida	SC	\$73,901	Ceo	\$17,700	\$18,223	2023
Recovery Cafe Columbus	IN	\$79,639	Executive Director	\$12,003	\$12,492	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Doylestown Business And Community Alliance	PA	\$80,143	Office Manager	\$20,916	\$19,994	2024
Waymakers Center	TN	\$80,299	President And Treasurer	\$22,500	\$23,340	2023
Children Requiring A Caring Koomunity	NC	\$73,080	Executive Direc	\$59,800	\$60,977	2023
International Mission Center	MO	\$72,854	President	\$51,000	\$50,443	2025
Shelter Resources Inc	LA	\$80,584	Exective Director	\$98,572	\$104,042	2024
Latinos For Leadership Excellence	CA	\$81,059	Founder & Board Chair	\$99,013	\$84,375	2023
Hermosa Beach Kiwanis Foundation	CA	\$72,205	Director	\$6,000	\$4,966	2024
Adams Quest	PA	\$81,977	Director	\$52,631	\$50,310	2024
Patch Our Planet Inc	FL	\$82,203	Executive Di	\$71,624	\$64,496	2024
Sequel Inc	SD	\$71,064	Executive Di	\$80,841	\$85,521	2024
Skyway Housing Foundation Inc	FL	\$82,745	Executive Director	\$150,000	\$135,072	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC cost of living and 2024 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 SC 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 **128** organizations. Compensation range \$3–\$135,072; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$76,695); for reference, expenses \$85,498 and assets \$13,552.

ROLE MATCH	Yolanda Kennedy, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	50 th
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	41 st

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 (Yolanda Kennedy) 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 128 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,500 is reasonable (approximately the 50th 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.