

American College Of Pediatricians

Executive Director / CEO

EIN 470886878

GA · NTEE B99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dr Jill Simons, Executive Director / CEO** (\$36,152) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

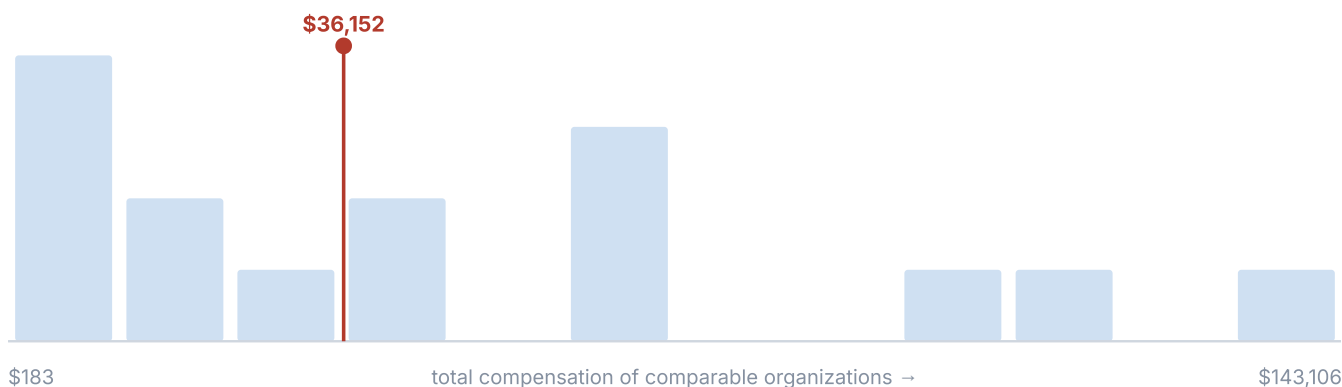
Benchmarked executive: Dr Jill Simons — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

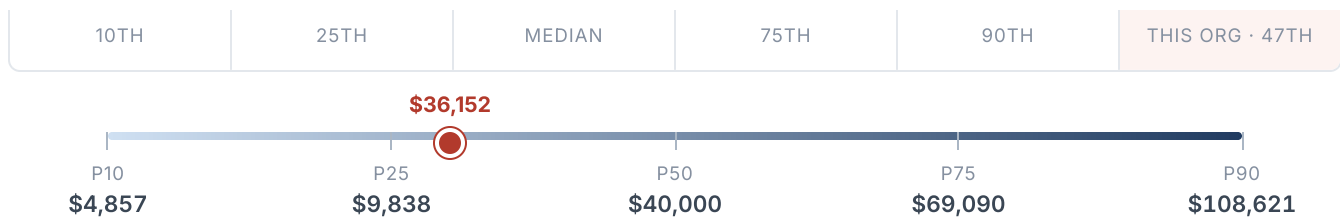
SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$184,133 and \$412,239 — 0.67x to 1.50x the subject's \$274,826 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99) + GA + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,857	\$9,838	\$40,000	\$69,090	\$108,621	\$36,152
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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
Georgia Council Of Teachers Of	GA	\$288,639	Executive Di	\$6,500	\$6,314	2024
Ideals Foundation Inc	GA	\$256,117	Ceo/bd Member	\$115,000	\$111,701	2024
Kaleidoscope Child Foundation	GA	\$255,502	Exec Director	\$40,000	\$40,000	2023
Gods' Warriors Inc	GA	\$297,298	President	\$72,000	\$69,934	2024
C2e Incorporated	GA	\$300,619	Finance Dir	\$6,572	\$6,383	2024
Youth Science Academy Inc	GA	\$241,924	President And Ceo	\$13,292	\$13,292	2023
Sandy Springs Education Force Inc	GA	\$315,023	Executive Dir.	\$46,020	\$44,700	2024
Everybody Wins Atlanta Inc	GA	\$227,915	Executive Director	\$68,245	\$68,245	2023
Firm Foundation Early Learning Academy	GA	\$217,969	School Director	\$15,950	\$15,492	2024
De Lasting Purpose Foundation	GA	\$334,752	Director	\$4,000	\$3,885	2024
Core Essentials Inc	GA	\$207,677	Founder And Ceo	\$143,106	\$143,106	2023
Uhuburg Institute Limited	GA	\$198,463	Secretary And General Manager	\$104,000	\$104,000	2023
Lite House Partners Inc	GA	\$185,332	Executive Director	\$183	\$183	2023
The Savannah Book Festival Inc	GA	\$370,657	Executive Di	\$61,000	\$61,000	2023
Communities In Schools Of Candler Co Inc	GA	\$395,553	Director	\$36,575	\$34,610	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 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.

■ Sample, role match & sensitivity

PEER COUNT	15 organizations. Compensation range \$183–\$143,106; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$274,826); for reference, expenses \$265,938 and assets \$179,489.
ROLE MATCH	Dr Jill Simons, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	47 th
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	47 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 (Dr Jill Simons) 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 15 similarly situated organizations (Same NTEE sector (B99) + GA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,152 is reasonable (approximately the 47th 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.