

Acton Academy Dc Foundation

Executive Director / CEO

EIN 474108671

DC · NTEE B90

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **David Kirby, Executive Director / CEO** (\$77,250) against **every comparable organization** that fit the selection criteria — **365** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

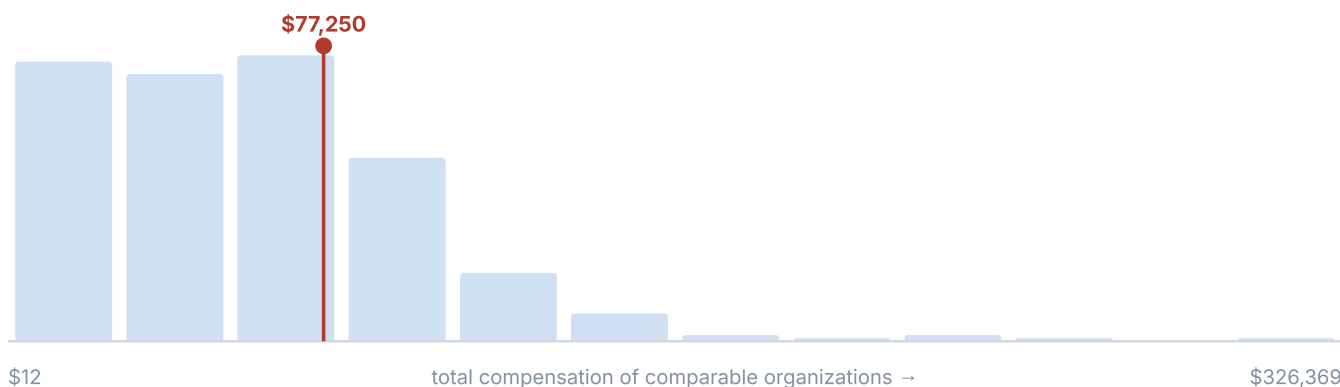
Benchmarked executive: David Kirby — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$157,774 and \$353,226 — 0.67x to 1.50x the subject's \$235,484 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

365 organizations qualified on sector, size, and geography → **365** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,234	\$29,095	\$56,052	\$82,963	\$112,390	\$77,250
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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 DC 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
Cultural Diversity Foundation Inc	NV	\$235,353	President	\$3,010	\$3,340	2024
Borromeo Project Inc	NH	\$235,164	Executive Director	\$131,521	\$138,391	2023
Law Schoolyes We Can	CO	\$235,137	Executive Director	\$104,000	\$113,641	2023
Alamo Area Christian Educators Inc	TX	\$235,116	President/di	\$49,950	\$55,305	2024
Creative Lives Inc	VT	\$236,202	Executive Di	\$74,000	\$82,443	2024
Empower Humanity Inc	ID	\$234,407	Board Member	\$25,669	\$30,225	2024
Puerto Rico Alliance For Companion Animals Inc	PR	\$237,207	Treasurer	\$3,600	\$3,497	2024
Forever R Children	OH	\$237,961	Executive Di	\$4,000	\$4,689	2024
Students With A Goal	OH	\$232,969	Executive Director	\$48,654	\$58,724	2023
Tyler Junior Golf Foundation	TX	\$232,209	Executive Dir.	\$60,600	\$67,097	2024
Yamei Academy Of Excellence	CA	\$232,111	Ceo And Director	\$36,000	\$34,408	2024
Dream It Do It Western New York Inc	NY	\$232,010	President	\$58,263	\$58,274	2024
Witkids Inc	TN	\$239,012	President	\$86,885	\$101,088	2024
Mastermindz Afterschool Enrichment Program	PA	\$231,851	President	\$18,602	\$20,533	2024
Peacemakers Inc	CA	\$239,222	Founding Director	\$13,000	\$12,792	2023
Empowered Tutoring Inc	WI	\$231,317	President	\$45,321	\$51,039	2025
Shermont Manor	MT	\$239,735	Ceo	\$19,661	\$23,458	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cleveland Municipal School District	OH	\$239,927	Director	\$138,367	\$162,213	2024
Wings For Learning	TX	\$240,694	Executive Di	\$54,000	\$59,790	2024
Global Youth Leadership Center	CA	\$230,262	Founder	\$125,000	\$119,473	2024
Pomona Hope	CA	\$230,104	Executive Dir.	\$60,973	\$58,277	2024
Academy31 Inc	NC	\$240,918	President	\$25,440	\$29,095	2024
Potential Endeavors	MN	\$241,289	President And Treasurer	\$15,000	\$16,406	2024
The Well Summit Co	AR	\$229,511	Manager	\$23,958	\$29,808	2024
Hack Ny Inc	NY	\$241,537	Director	\$17,500	\$17,504	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	365 organizations. Compensation range \$12–\$326,369; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$235,484); for reference, expenses \$264,777 and assets \$4,462.
ROLE MATCH	David Kirby, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	70 th
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	65 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 (David Kirby) 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 365 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$77,250 is reasonable (approximately the 70th 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.