

Kinwell Academy Inc

Executive Director / CEO

EIN 822174170

IN · NTEE B28

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Roger Younce, Executive Director / CEO** (\$52,780) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

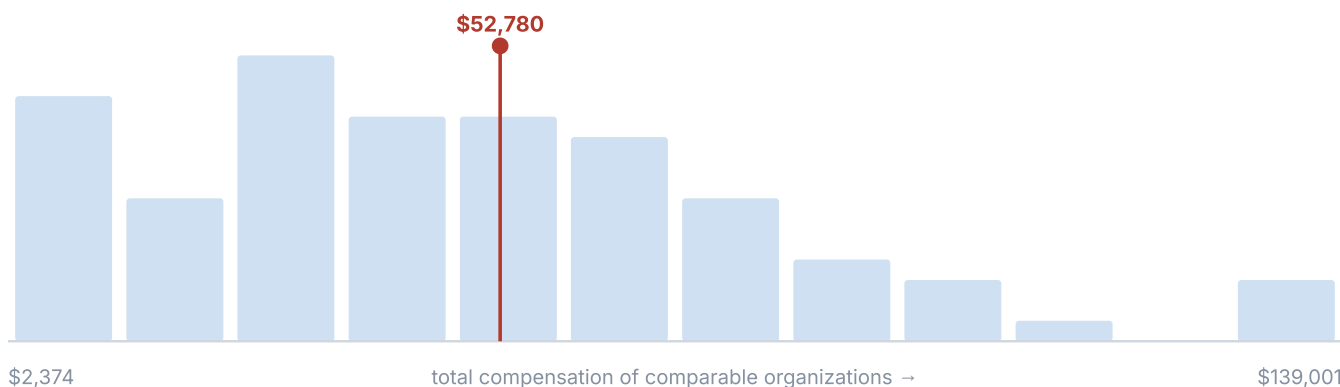
Benchmarked executive: Roger Younce — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B28).
BUDGET	Total revenue between \$224,370 and \$502,323 — 0.67x to 1.50x the subject's \$334,882 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B28), nationwide + budget 0.67–1.5x revenue.

83 organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,969	\$26,953	\$46,966	\$65,453	\$91,350	\$52,780
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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 IN 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
Bilingual Children Inc	GA	\$336,489	Executive Di	\$33,802	\$32,229	2024
Classylinks Creative Consultan	FL	\$338,829	Treasurer	\$12,000	\$10,690	2024
Crest Education Center	CA	\$339,380	Treasurer	\$53,572	\$47,014	2022
Azalea Montessori School	OH	\$328,097	Co-founder	\$71,539	\$71,851	2024
Ann-hua Chinese School	MI	\$325,770	Principal	\$2,425	\$2,374	2024
Joys To The World Inc	OK	\$324,415	President/secretary	\$26,539	\$27,711	2024
Polygrarian Institute	NV	\$323,794	Executive Dir.	\$61,866	\$58,805	2024
Inclusive Academy	AZ	\$346,468	Chief Executive Officer Director	\$24,645	\$22,475	2024
Helping Hand Developmental Center	NC	\$316,904	Executive Director (7/1/23 - 10/13/23)	\$25,661	\$25,143	2024
I Fly Young Inc	CA	\$353,164	Ceo Principle	\$64,750	\$54,586	2023
Faith Christian Academy	TN	\$315,881	Executive Dir.	\$44,952	\$43,651	2025
Allium Montessori School Inc	MA	\$315,872	Director & President	\$77,803	\$68,256	2023
Miramelinda Montessori School Inc	MA	\$312,191	President & Treasurer	\$104,297	\$91,500	2023
Disability Independence Group Inc	FL	\$357,596	Executive Director	\$101,538	\$93,124	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Smart Kids With Learning	CT	\$307,889	Executive Di	\$82,500	\$73,351	2024
New Vision Aviation	CA	\$361,981	President	\$33,040	\$27,853	2023
Ixora Montessori Inc	VA	\$306,239	Chairman	\$86,730	\$77,362	2025
Flor De Loto Montessori Corp	PR	\$364,110	Employee	\$36,321	\$36,321	2024
Sam Academy	CA	\$300,722	Ceo	\$77,364	\$65,219	2023
Noticeability Inc	MA	\$299,729	Executive Director	\$154,888	\$135,883	2023
Kingsport Christian Academy	TN	\$376,169	Director/administrator	\$25,603	\$24,862	2025
Spectrum Linx Foundation Inc	TX	\$293,503	Executive Director	\$19,231	\$18,242	2024
Chabad Girls Academy Inc	NY	\$291,966	Executive Director	\$68,249	\$58,481	2024
Take Note Studio Inc	WI	\$378,193	Executive Director	\$98,083	\$97,135	2024
Azalea Montessori Elementary Nature School	OH	\$378,989	Executive Director	\$60,000	\$60,261	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 **83** organizations. Compensation range \$2,374–\$139,001; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$334,882); for reference, expenses \$246,922 and assets \$299,516.

ROLE MATCH Roger Younce, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 3 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	60 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	60 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 (Roger Younce) 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 83 similarly situated organizations (Same NTEE sector (B28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,780 is reasonable (approximately the 60th 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.