

The Ana Grace Project Inc

Executive Director / CEO

EIN 822812451

CT · NTEE B90

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Nelba Marquez-greene, Executive Director / CEO** (\$65,000) against **every comparable organization** that fit the selection criteria — **184** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

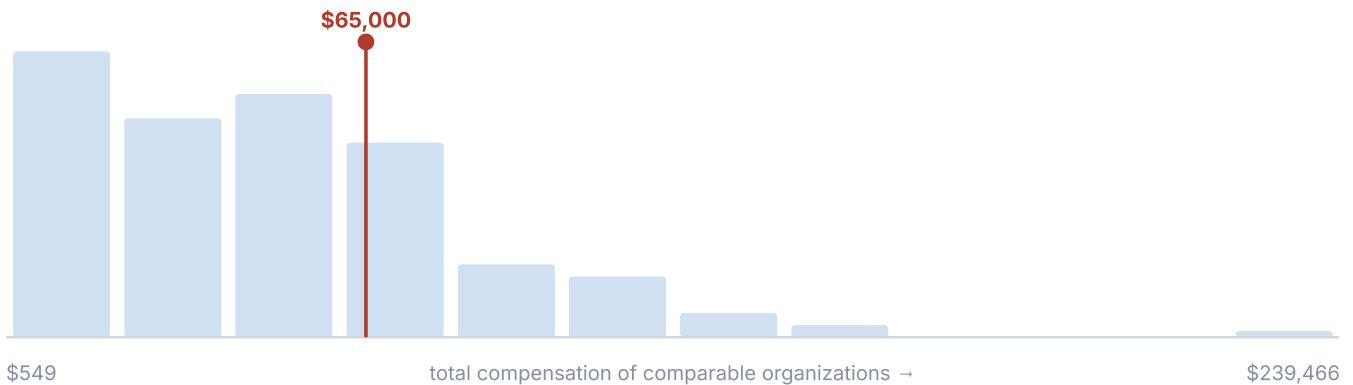
Benchmarked executive: Nelba Marquez-greene — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$103,151 and \$230,937 — 0.67x to 1.50x the subject's \$153,958 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

184 organizations qualified on sector, size, and geography → **184** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,218	\$20,136	\$43,465	\$69,103	\$95,111	\$65,000
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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 CT 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
Youth Of The Diaspora	MD	\$154,314	Co Founder	\$21,380	\$20,707	2024
Wonder Institute	WY	\$153,430	Director Of Wonder Lab	\$91,875	\$104,928	2023
School Mindfulness Project	PA	\$156,248	Founder/ceo	\$54,545	\$58,014	2023
Akademia Jana Pawla li - Polish	NJ	\$151,444	Director	\$5,600	\$5,179	2024
Iaapa Foundation	FL	\$151,115	President And Ceo	\$41,231	\$41,311	2023
Women Empowering Nations Inc	OK	\$150,850	Executive Director	\$66,995	\$76,422	2024
Creating Positive Relationships Inc	IN	\$157,232	Executive Director	\$52,428	\$55,799	2025
Integral Steps Inc	CO	\$159,090	Ex Officio, Interim Executive Director	\$8,890	\$8,831	2024
New Leaf Collaborative	CA	\$148,557	Executive Director	\$12,300	\$11,328	2023
Cfrg Newco Inc	NY	\$159,797	Executive Director	\$10,585	\$9,908	2024
The Machon Inc	MD	\$148,077	Director	\$22,566	\$21,856	2024
The Dental Health Theatre Inc	MO	\$148,037	Co-executive Director	\$42,750	\$48,292	2023
Family Biz Builder	MS	\$160,005	Ceo	\$19,500	\$22,499	2024
The Blink Foundation Inc	FL	\$147,192	President	\$63,000	\$63,122	2023
Southwest Education Alliance Inc	NC	\$160,825	Secretary	\$70,000	\$72,997	2025
Monterey County Office Of Education	CA	\$146,573	Cfo	\$60,897	\$56,084	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Michigan Interscholastic Press	MI	\$161,452	Executive Director	\$8,100	\$8,661	2024
Cookeville Children's Theatre	TN	\$161,646	Artistic Director	\$31,105	\$34,871	2023
Milwaukee Women Inc	WI	\$163,861	External Engagement	\$62,100	\$69,170	2023
Mine Hill Educational Foundation	NJ	\$143,522	President	\$4,775	\$4,302	2025
Musicians For Education Inc	CA	\$143,416	President/sec	\$48,555	\$43,434	2024
Family Learning Solutions Inc Co Lori S Melman	MD	\$164,514	Founder & Executive Director	\$50,000	\$48,426	2024
Chinese Language School Of Connecticut	CT	\$165,299	Academic Director	\$20,000	\$19,426	2024
The Audacia Foundation Inc	NY	\$141,693	President An	\$248,472	\$239,466	2023
Plantpure Communities Inc	NC	\$141,520	President	\$40,000	\$42,816	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 184 organizations. Compensation range \$549–\$239,466; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$153,958); for reference, expenses \$175,850 and assets \$400,962.

ROLE MATCH	Nelba Marquez-greene, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	72 nd
Total compensation (D + F), as reported (no adjustments)	72 nd
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	64 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 (Nelba Marquez-greene) 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 184 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,000 is reasonable (approximately the 72nd 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.