

# Engaging Young Minds Academy Inc

Executive Director / CEO

EIN 832999697

FL · NTEE B20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nkoyo E Ross, Executive Director / CEO** (\$45,138) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58<sup>th</sup>** percentile of comparable organizations within the typical range

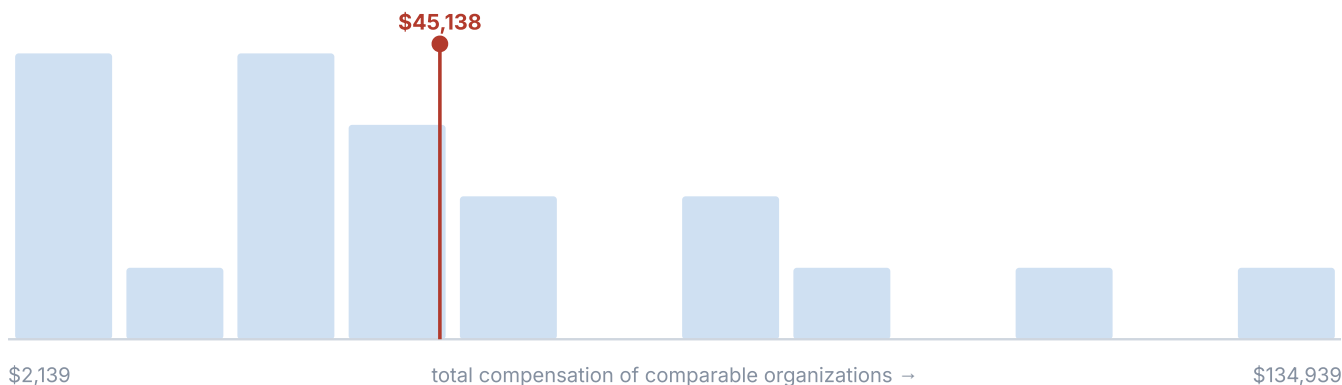
**Benchmarked executive:** Nkoyo E Ross — reported title "President", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20).
BUDGET	Total revenue between \$231,158 and \$517,519 — 0.67x to 1.50x the subject's \$345,013 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20) + FL + budget 0.67–1.5x revenue.

**19** organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,628	\$24,953	\$40,236	\$62,079	\$85,604	<b>\$45,138</b>
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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 FL 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
<a href="#">Austin Christian Vocational Academy Inc</a>	FL	\$337,515	Officer	\$50,000	<b>\$50,000</b>	2023
<a href="#">Genesis Ministries</a>	FL	\$354,766	President	\$33,000	<b>\$32,053</b>	2024
<a href="#">Scholars Christian Preschool And Academy Inc</a>	FL	\$355,881	Executive Director	\$78,000	<b>\$75,762</b>	2024
<a href="#">Aukela Unique &amp; Distinguished Scholars Inc</a>	FL	\$332,373	Rodriguez	\$27,739	<b>\$26,249</b>	2025
<a href="#">Graceview Academy Of St Cloud</a>	FL	\$360,831	Ceo	\$11,234	<b>\$10,912</b>	2024
<a href="#">Florida Academy Of Excellence</a>	FL	\$287,206	President Chief Academic Officer	\$7,500	<b>\$7,285</b>	2024
<a href="#">Eureka Educational Academy Inc</a>	FL	\$281,527	Vice Preside	\$4,000	<b>\$4,000</b>	2023
<a href="#">Saint Francis Classical Academy Inc</a>	FL	\$271,537	Director (President), Headmaster And Teacher	\$42,520	<b>\$40,236</b>	2025
<a href="#">Community Homeschool Education Center Inc</a>	FL	\$420,200	Marler	\$45,880	<b>\$45,880</b>	2023
<a href="#">Ft Caroline Baptist Academy</a>	FL	\$421,929	Academy Director	\$74,700	<b>\$72,557</b>	2024
<a href="#">The Education Foundation Of</a>	FL	\$438,310	Executive Director	\$81,462	<b>\$81,462</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Indian River</a>						
<a href="#">Rising Stars Academy Inc</a>	FL	\$250,957	President	\$2,139	<b>\$2,139</b>	2023
<a href="#">Pure In Heart Christian Academy &amp;</a>	FL	\$461,442	President	\$27,200	<b>\$26,420</b>	2024
<a href="#">Prew Academy Of Sarasota Inc</a>	FL	\$462,414	Dir/principal	\$102,170	<b>\$102,170</b>	2023
<a href="#">Trinity Simone Christian Preparatory Academy Inc</a>	FL	\$464,072	President	\$42,000	<b>\$40,795</b>	2024
<a href="#">Shepherd's Heart Christian Ministries Inc</a>	FL	\$471,530	President	\$25,000	<b>\$23,657</b>	2025
<a href="#">Next Generation Academics Inc</a>	FL	\$493,292	Director	\$34,878	<b>\$34,878</b>	2023
<a href="#">Spark Alc Inc</a>	FL	\$508,475	President	\$53,125	<b>\$51,601</b>	2024
<a href="#">Mca Academy 2 Inc</a>	FL	\$512,672	President/director/principal	\$142,600	<b>\$134,939</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT 19 organizations. Compensation range \$2,139–\$134,939; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$345,013); for reference, expenses \$328,247 and assets \$265,932.
ROLE MATCH	Nkoyo E Ross, reported title " <i>President</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.
OUTLIERS	1 peer 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	58 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	58 <sup>th</sup>
Reportable pay only (column D), adjusted	58 <sup>th</sup>
All sources (D + E + F), adjusted	58 <sup>th</sup>

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 (Nkoyo E Ross) 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 19 similarly situated organizations (Same NTEE sector (B20) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,138 is reasonable (approximately the 58<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.