

# Grace Collaborative Incorporated

Executive Director / CEO

EIN 834166602  
 NY · NTEE B20  
 FY ending 2025-06-30  
**June 9, 2026**

This analysis benchmarks the total compensation of **Debra Wallace, Executive Director / CEO** (\$2,900) against **every comparable organization** that fit the selection criteria — **248** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

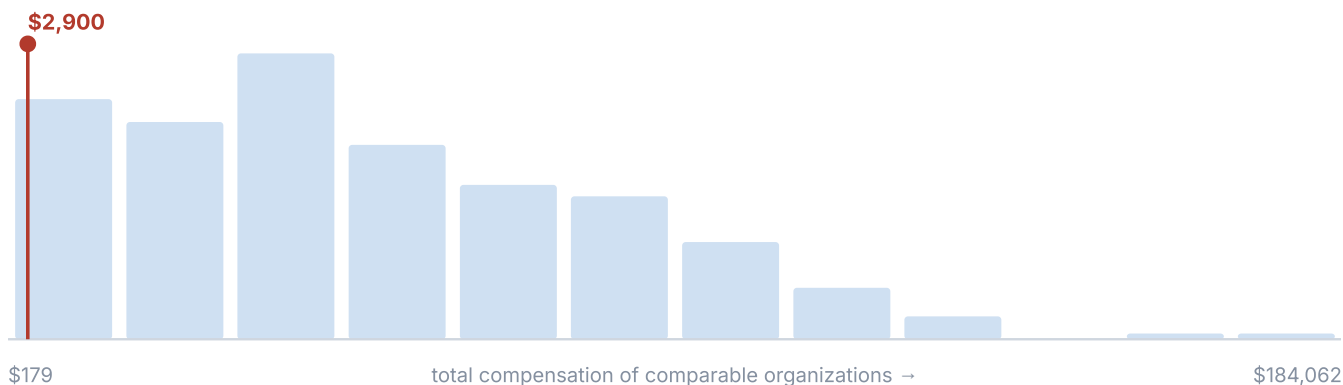
**Benchmarked executive:** Debra Wallace — reported title “PRESIDENT AND CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20).
BUDGET	Total revenue between \$220,318 and \$493,249 — 0.67x to 1.50x the subject's \$328,833 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

**248** organizations qualified on sector, size, and geography → **248** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,015	\$24,398	\$44,819	\$73,631	\$99,050	<b>\$2,900</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 NY 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="#">Grande Ronde Academy</a>	OR	\$328,874	Principal	\$32,218	<b>\$33,986</b>	2024
<a href="#">Nci Community Fund Inc</a>	TX	\$329,491	President	\$16,924	<b>\$19,799</b>	2023
<a href="#">Parker Jordan Christian Academy</a>	NY	\$330,984	Executive Director	\$55,000	<b>\$55,000</b>	2025
<a href="#">Chapin Academy</a>	SC	\$331,736	Administrator	\$34,648	<b>\$42,272</b>	2023
<a href="#">La Salle Community Center</a>	CA	\$331,750	Ceo	\$16,200	<b>\$15,891</b>	2024
<a href="#">Stanza Education Corporation</a>	CA	\$332,157	Ceo	\$1,800	<b>\$1,766</b>	2024
<a href="#">Aukela Unique &amp; Distinguished Scholars Inc</a>	FL	\$332,373	Rodriguez	\$27,739	<b>\$28,838</b>	2025
<a href="#">Five Points Academy</a>	CO	\$324,589	Executive Director	\$8,072	<b>\$8,793</b>	2024
<a href="#">Educational Solutions For Children Inc</a>	DC	\$323,995	Executive Director	\$72,900	<b>\$72,668</b>	2024
<a href="#">Ka Hale O Na Keiki Inc</a>	HI	\$333,803	Executive Di	\$100,496	<b>\$105,224</b>	2023
<a href="#">St George Classical Academy Inc</a>	MA	\$323,310	Head Of School	\$17,308	<b>\$17,667</b>	2024
<a href="#">Apt Academy</a>	OR	\$323,249	Treasurer	\$14,200	<b>\$14,593</b>	2025
<a href="#">Crescent Academy</a>	CA	\$335,567	President & Ceo	\$107,000	<b>\$108,054</b>	2023
<a href="#">Providence Christian Academy</a>	PA	\$321,286	President	\$44,100	<b>\$48,668</b>	2025
<a href="#">The Lab School Of Memphis Inc</a>	TN	\$336,399	Executive Director	\$12,017	<b>\$14,349</b>	2024
<a href="#">Austin Christian Vocational Academy Inc</a>	FL	\$337,515	Officer	\$50,000	<b>\$54,932</b>	2023
<a href="#">St Louis Modern Chinese School</a>	MO	\$337,557	Chairman	\$756	<b>\$937</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Michelle Davis</a>	TX	\$320,000	Ceo	\$25,421	<b>\$29,738</b>	2023
<a href="#">St John Paul li Independent School Inc</a>	KS	\$338,029	Principal	\$60,000	<b>\$75,807</b>	2023
<a href="#">Offense Ministries Inc</a>	IL	\$338,137	Headmaster/s	\$40,721	<b>\$45,475</b>	2024
<a href="#">Community Resources Inc</a>	CO	\$319,295	Executive Direcotr	\$88,248	<b>\$93,644</b>	2025
<a href="#">Cager Athletic Association</a>	CA	\$338,390	Ceo	\$39,150	<b>\$38,402</b>	2024
<a href="#">Teach Our Children Fund Inc</a>	IN	\$319,004	Executive Di	\$60,296	<b>\$70,367</b>	2025
<a href="#">River Of Life School</a>	MI	\$318,788	Principal	\$105,400	<b>\$123,579</b>	2024
<a href="#">Lifeprep Projects Inc</a>	NC	\$339,374	Exec Directo	\$7,663	<b>\$8,994</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2025 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 NY 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	<b>248</b> organizations. Compensation range \$179–\$184,062; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$328,833); for reference, expenses \$300,660 and assets \$105,540.
ROLE MATCH	Debra Wallace, reported title " <i>PRESIDENT AND CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	3 <sup>rd</sup>
Reportable pay only (column D), adjusted	6 <sup>th</sup>
All sources (D + E + F), adjusted	3 <sup>rd</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 (Debra Wallace) 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 248 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,900 is reasonable (approximately the 3<sup>rd</sup> 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.