

The Academy365 Inc

Executive Director / CEO

EIN 834467016
 NJ · NTEE O50
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Rubadau Alvern, Executive Director / CEO** (\$21,496) against **every comparable organization** that fit the selection criteria — **215** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

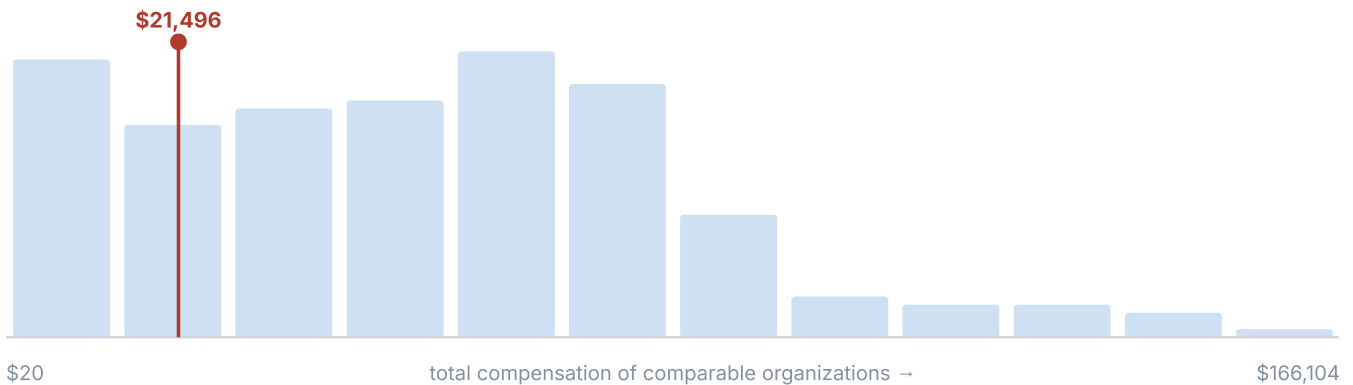
Benchmarked executive: Rubadau Alvern — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$103,675 and \$232,108 — 0.67x to 1.50x the subject's \$154,739 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

215 organizations qualified on sector, size, and geography → **215** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,955	\$24,846	\$51,158	\$73,908	\$89,148	\$21,496
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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 NJ 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
Helix Illinois Nfp	IL	\$154,307	Executive Dir.	\$30,000	\$33,033	2024
Girls On The Run Orlando Inc	FL	\$155,730	Executive Dir.	\$13,750	\$14,467	2024
Laurel Highlands	PA	\$153,517	President/tr	\$5,834	\$6,516	2024
Game Changers Leadership And Peer	OH	\$155,990	Executive Di	\$97,800	\$113,027	2025
Abilities Movement Inc	NY	\$153,057	Executive Director	\$68,840	\$67,876	2025
Byrd House Behavioral Youth Resource Development Incorporated	GA	\$157,072	Executive Director	\$2,100	\$2,365	2024
Youth Opportunity Foundation Inc	IN	\$151,861	Ceo	\$63,581	\$75,097	2024
The Coleman A Young Ii Educational	MI	\$151,621	Donor Relations Mgr	\$13,900	\$16,544	2023
The Play4peace Initiative	MA	\$157,947	President, C	\$45,000	\$45,291	2024
Tilghman Area Youth Association Inc	MD	\$158,317	Executive Dir.	\$26,839	\$28,104	2024
Hip-hope Inc	IA	\$158,432	Chaplain/bookkeeper	\$1,500	\$1,840	2024
Suburban Balance	MO	\$150,874	President & Ceo	\$62,000	\$73,549	2024
Toughest Kids Inc	GA	\$158,664	Executive Di	\$3,000	\$3,378	2024
South Central Education Development Inc	WV	\$158,951	President/executive Director	\$90,208	\$109,395	2024
The Playmakers Organization Inc	CA	\$150,381	Executive Dir.	\$49,500	\$47,873	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Childrens Books On Wheels	TX	\$159,781	President	\$72,800	\$83,972	2023
Juvenile Education & Awareness Project	NJ	\$149,054	Ceo	\$3,120	\$3,120	2024
Inland Circle	CA	\$161,393	Chief Executive Officer	\$26,550	\$25,678	2024
Shoreline Sports Foundation	WA	\$161,614	Executive Dir.	\$58,900	\$59,063	2024
Young Women Lead Inc	KY	\$161,844	Executive Director	\$56,583	\$68,087	2024
Girls On The Run Greater Connecticut	CT	\$161,914	Executive Director	\$39,334	\$40,242	2025
Wartime Fitness Warriors	VA	\$147,131	President	\$43,375	\$46,907	2024
Brimhall Family Foundation	AZ	\$147,083	President	\$12,600	\$13,572	2024
Sis Circles Inc	GA	\$162,427	Key Employee	\$63,900	\$71,962	2024
Coalition Of Care Greater Cincinnati	OH	\$146,891	Co Executive Director	\$67,500	\$80,074	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	215 organizations. Compensation range \$20–\$166,104; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$154,739); for reference, expenses \$124,537 and assets \$116,313.
ROLE MATCH	Rubadau Alvern, reported title "CEO", 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	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	21 st
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	22 nd
All sources (D + E + F), adjusted	21 st

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 (Rubadau Alvern) 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 215 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,496 is reasonable (approximately the 21st 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.