

Zane Access Co

Executive Director / CEO

This analysis benchmarks the total compensation of **Shila Burney, Executive Director / CEO** (\$44,611) against **every comparable organization** that fit the selection criteria — **102** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

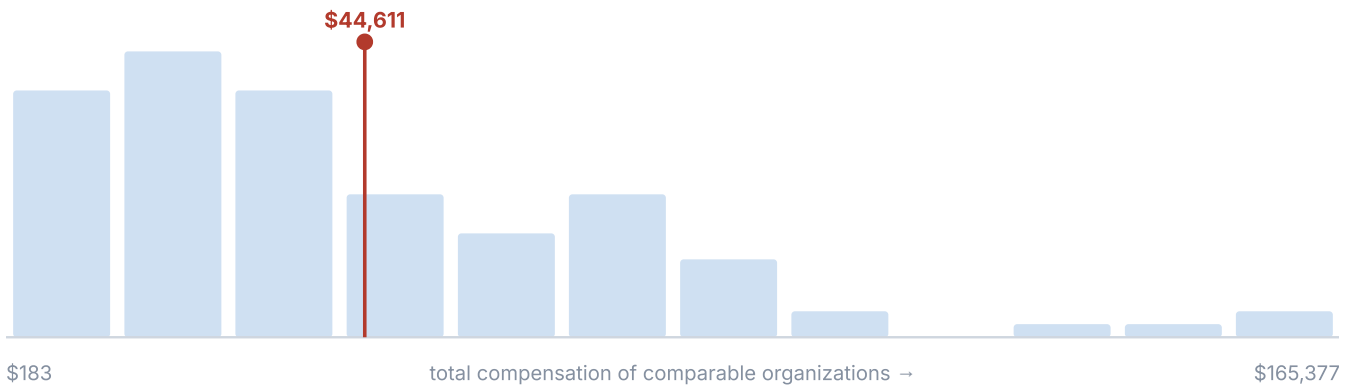
Benchmarked executive: Shila Burney — reported title “Founder, Chair”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

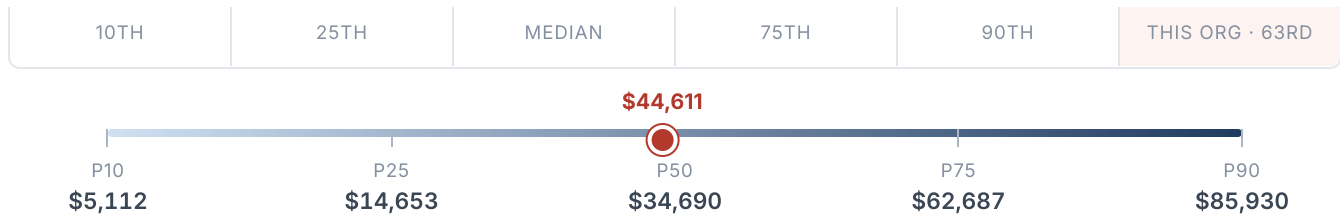
SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$87,461 and \$195,808 — 0.67x to 1.50x the subject's \$130,539 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

102 organizations qualified on sector, size, and geography → **102** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,112	\$14,653	\$34,690	\$62,687	\$85,930	\$44,611
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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 GA 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
Sachem Professional Development Inc	NY	\$130,134	Tech Director	\$22,000	\$18,709	2025
Mathematics Education Collaborative	WA	\$132,569	Ceo	\$58,000	\$48,870	2025
Tri-state Area Tuition Mission	OH	\$127,906	President	\$23,750	\$24,300	2024
North Texas Capacity Builders	TX	\$133,687	Executive Director	\$38,500	\$37,203	2024
The Financial Education And Economic Transformation Center	CO	\$135,000	Executive Director	\$15,000	\$14,305	2023
Needs Beyond Medicine	UT	\$135,027	Founder/ceo	\$37,000	\$37,662	2023
Cultivatus Leadership Institute	NC	\$135,415	President	\$32,625	\$33,526	2023
Southeastern Ct Chinese School	CT	\$135,480	Principal	\$1,650	\$1,456	2025
Isis Hawaii	HI	\$135,730	President	\$31,400	\$27,959	2023
Greenwood Womens Center	SC	\$136,336	Executive Di	\$36,625	\$36,910	2024
Beyond Diversity Resource Center Inc	NJ	\$136,828	Executive Director	\$72,000	\$63,934	2023
San Diego Rhythmic Gymnastics Academy	CA	\$122,800	Head Coach	\$25,400	\$22,707	2022
The Harry L Dougherty And Sakae K	CA	\$138,680	Executive Dir.	\$9,827	\$8,439	2023
Quality Texas Foundation	TX	\$121,181	Ceo	\$84,333	\$79,391	2025
Sweet Onion Christian Learning	GA	\$120,925	Executive Di	\$35,457	\$34,440	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Teach For Ethiopia Inc	VA	\$140,294	President	\$81,166	\$77,942	2023
Century Association Archives Foundation	NY	\$140,365	Executive Director	\$89,395	\$78,034	2024
Cliquepoint Data Foundation	OH	\$141,860	Executive Director	\$36,750	\$37,601	2024
Fiberglass Reinforced Plastics	MA	\$141,886	Executive Director & Presi	\$65,000	\$58,091	2023
Association Of Internet Researchers	IL	\$118,897	Associate Coordinator	\$13,328	\$12,658	2024
Beavercreek Freedom Academy	OH	\$144,948	Board Member	\$15,786	\$16,151	2024
Sustained Leaders	TX	\$115,736	Ceo	\$15,305	\$14,408	2025
Kipp Dc Supporting Corp	DC	\$115,564	President, Kipp Dc Pcs (Eff 8/2022)	\$5,754	\$5,022	2023
Aliveo Learning Center Inc	MN	\$114,928	Asst Gmg Mgr/director	\$33,390	\$32,813	2023
Hoover City Schools Foundation	AL	\$114,734	Executive Director	\$22,663	\$24,350	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 102 organizations. Compensation range \$183–\$165,377; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$130,539); for reference, expenses \$191,299 and assets \$12,736. **Revenue and expenses diverge this year — revenue may misrepresent operating size;**

weigh the expense-based view.

ROLE MATCH	Shila Burney, reported title " <i>Founder, Chair</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	63 rd
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	51 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 (Shila Burney) 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 10, 2026, comparing compensation against 102 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,611 is reasonable (approximately the 63rd 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 10, 2026.