

Ivy Greene Inc

Executive Director / CEO

EIN 852486799

MS · NTEE B24

FY ending 2025-05-31

June 10, 2026

This analysis benchmarks the total compensation of **Donna P Akers, Executive Director / CEO** (\$20,491) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

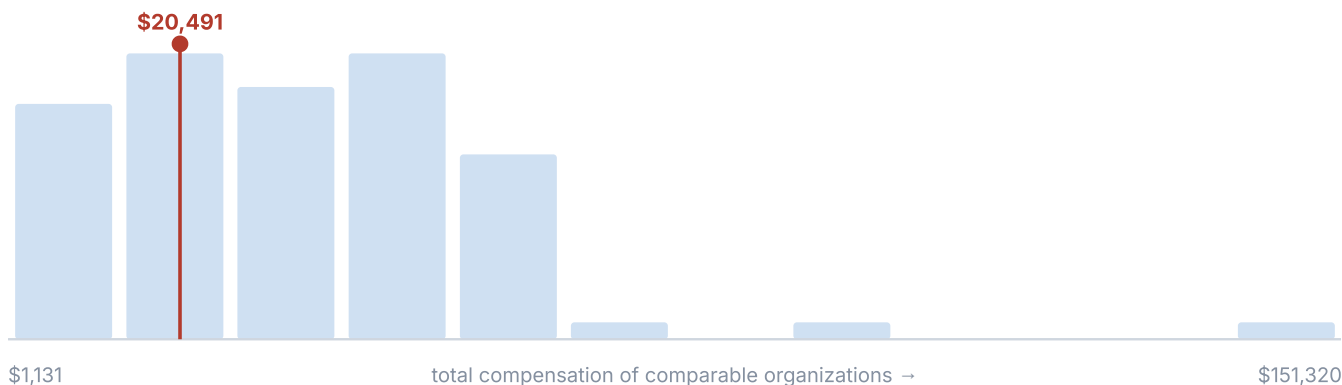
Benchmarked executive: Donna P Akers — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B24).
BUDGET	Total revenue between \$161,506 and \$361,581 — 0.67x to 1.50x the subject's \$241,054 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B24), nationwide + budget 0.67–1.5x revenue.

77 organizations qualified on sector, size, and geography → **77** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,682	\$16,457	\$34,283	\$45,207	\$56,615	\$20,491
---------	----------	----------	----------	----------	----------



● 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 MS 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
Vanguard Gifted Academy	IL	\$239,584	Head Of School	\$62,315	\$56,462	2024
Lycoming Learning Group	PA	\$242,662	Director Of School	\$58,750	\$55,591	2023
Austin Korean School Inc	TX	\$238,795	Principal	\$2,550	\$2,421	2023
Montessori School St Clair	IL	\$246,546	Director/age	\$63,000	\$57,082	2024
Kc Academy Sulphur Inc	LA	\$233,813	Pres	\$15,583	\$15,814	2024
The Lions Tribe Academy	IL	\$233,129	President	\$19,462	\$17,634	2024
Rise Mhk Corporation	KS	\$231,322	Dir. Of Educ	\$10,000	\$9,957	2024
Bais Yaakov Bnos Chayil Inc	NJ	\$229,282	Trustee	\$20,000	\$16,457	2024
River Canyon School Inc	CO	\$255,347	Director	\$47,302	\$43,037	2023
Gods Glory Christian School Inc	FL	\$256,155	President	\$60,000	\$53,482	2023
Excellerated Teaching Academy Inc	FL	\$256,314	Executive Director	\$45,000	\$41,756	2022
Dianova Foundation	CA	\$256,465	Director	\$42,805	\$35,071	2023
Shikabania Corporation	CA	\$224,241	Director	\$4,809	\$3,940	2023
Seton Academy	IL	\$259,388	Employee	\$66,500	\$60,253	2024
Cornerstone Haiti	FL	\$222,220	President	\$54,225	\$48,335	2023
Emmanuel Coastal Academy Inc	FL	\$221,404	President	\$2,050	\$1,827	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Peachtown Elementary School	NY	\$262,797	Head Of School	\$50,167	\$43,013	2023
Play School Inc	FL	\$218,741	Executive Director	\$47,173	\$40,842	2024
L Ecole De Denver	CO	\$264,923	Executive Director	\$43,940	\$39,978	2023
Hillside Academy Inc	ID	\$215,043	President	\$4,899	\$4,803	2024
South Tulsa Academy Inc	OK	\$214,734	Board Member	\$15,000	\$14,830	2025
Open Door Christian School	PA	\$214,476	Teacher & Assistant Administrator	\$20,736	\$19,058	2024
Desert Springs Christian Academy	NM	\$213,660	Headmaster 7	\$21,524	\$20,786	2025
Cabot Christian School	AR	\$268,929	President	\$2,250	\$2,331	2024
Mandarin Academy	CA	\$269,316	Vice President And Lead Teacher	\$113,420	\$90,262	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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	77 organizations. Compensation range \$1,131–\$151,320; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$241,054); for reference, expenses \$260,803 and assets \$17,754.
ROLE MATCH	Donna P Akers, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	32 nd
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	32 nd

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 (Donna P Akers) 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 77 similarly situated organizations (Same NTEE sector (B24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,491 is reasonable (approximately the 32nd 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.