

Atlanta Thrive Parent Institute Inc

Executive Director / CEO

EIN 853141732

GA · NTEE B94

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Kimberly Dukes, Executive Director / CEO** (\$92,568) against the **2000** closest of **3,225** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

Benchmarked executive: Kimberly Dukes — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B94).
BUDGET	Total revenue between \$318,285 and \$712,579 — 0.67x to 1.50x the subject's \$475,053 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

3,225 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$14,887	\$35,798	\$59,980	\$86,052	\$116,349	\$92,568
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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
Florida Emergency Medicine Teaching Alliance Inc	TX	\$474,929	President	\$60,000	\$59,691	2024
Educational Foundation Of The Southeast Texas	TX	\$474,724	Executive Director	\$137,774	\$141,113	2023
National Association For Search	VA	\$475,413	Executive Director	\$93,149	\$89,449	2024
Paramedic Resources Inc	CA	\$474,692	Board Member	\$13,000	\$11,164	2024
Grapevine Christian School	TX	\$474,619	Preschool Director	\$56,698	\$56,406	2024
All Saints Elementary Of Tipperary Hill	NY	\$475,487	Principal	\$54,474	\$48,956	2024
Morningside Day Out	GA	\$475,549	Director	\$39,331	\$39,331	2024
National Association State Directors Of	MD	\$474,548	Executive Director	\$110,000	\$99,643	2025
Woodland Montessori School	WA	\$474,493	Executive Director	\$35,988	\$31,218	2025
The Adirondack Scholar Found Inc	NY	\$475,721	Executive Di	\$19,375	\$17,412	2024
Lancaster County Academy	PA	\$475,803	Program Director	\$97,586	\$99,644	2023
Cottonwood Alc Inc	MT	\$475,815	President	\$70,674	\$73,814	2025
Warren Alvarado Oslo Public School Education Foundation	MN	\$475,891	Chairman	\$1,200	\$1,214	2023
Columbia-greene Community	NY	\$475,912	Secretary	\$918	\$849	2023
The Manor Inc	MI	\$475,915	President & Ceo	\$43,254	\$45,714	2023
Made Houston	TX	\$474,179	Vp, Treasurer, Head Of School	\$70,213	\$71,915	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Village A Community Musical Art	IN	\$474,167	Executive Di	\$81,506	\$85,484	2024
The Birmingham Athletic Partnership	AL	\$474,118	Director	\$6,000	\$6,280	2025
Housecon	TX	\$473,937	Program Director	\$57,413	\$58,805	2023
The Legacy Institute	WA	\$476,213	President	\$65,000	\$57,878	2024
Aaron Academy	TN	\$473,804	Principal	\$80,184	\$83,825	2024
Jimmy Swaggart Bible College	LA	\$476,519	President	\$150,000	\$169,122	2023
Well Beyond Academics Inc	CA	\$476,527	Ceo	\$83,865	\$72,023	2024
Cottage Nursery School	CA	\$473,573	Executive Director	\$73,077	\$62,758	2024
Arcadian Fellowship Church Inc	MD	\$476,640	Vice President	\$60,000	\$55,788	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 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	2000 organizations. Compensation range \$125–\$481,993; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$475,053); for reference, expenses \$799,886 and assets \$1,122,236. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Kimberly Dukes, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	201 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 66 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	80 th
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	78 th
All sources (D + E + F), adjusted	72 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 (Kimberly Dukes) 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 13, 2026, comparing compensation against 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$92,568 is reasonable (approximately the 80th 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 13, 2026.