

Carolina Achieve Inc

Executive Director / CEO

EIN 882052006

NC · NTEE B29

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Trip Cogburn, Executive Director / CEO** (\$103,000) against the **2000** closest of **2,148** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Trip Cogburn — reported title "HEAD OF SCHOOL", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B29).
BUDGET	Total revenue between \$143,095 and \$320,364 — 0.67x to 1.50x the subject's \$213,576 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

2,148 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$7,517	\$21,137	\$42,323	\$64,433	\$90,511	\$103,000
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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 NC 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
Woodside Nursery School	NY	\$213,543	Trustee	\$19,800	\$17,774	2024
Arete Enrichment Academy Inc	GA	\$213,492	Officer - Executive Director	\$17,786	\$17,766	2024
Desert Springs Christian Academy	NM	\$213,660	Headmaster 7	\$21,524	\$22,405	2025
Apple Tree Preschool Inc	NY	\$213,673	Director Of The Preschool	\$33,930	\$29,673	2025
Virginia Council Of Adm Special	VA	\$213,689	Executive Di	\$30,863	\$29,604	2024
Christian Education League Inc	ME	\$213,726	President	\$3,819	\$3,911	2023
Someone Who Cares Community Ce	GA	\$213,323	President	\$6,560	\$6,553	2024
St Paul's Weekday Nursery School Inc	MA	\$213,947	Nursery School Director	\$40,000	\$34,787	2025
Dream Teachers	LA	\$213,990	Executive Director	\$70,487	\$77,104	2024
Leadership Kitsap Foundation	WA	\$213,097	Executive Director	\$85,250	\$75,822	2024
Faa Child Development Center	DC	\$214,087	Board	\$27,461	\$24,646	2023
Sparkle Touch Learning Academy Inc	IN	\$213,022	President/director	\$46,171	\$49,797	2023
Spectrum Education Inc	FL	\$212,961	President	\$77,375	\$72,209	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Center For Psychoanalytic Studies Inc	TX	\$214,214	Executive Director	\$97,940	\$97,325	2024
Scholaris Academy Inc	TX	\$212,934	President	\$19,878	\$20,337	2023
Epic Christian Alliance	NH	\$214,252	President/teacher	\$1,560	\$1,431	2024
Library Of Michigan Foundation	MI	\$212,885	Executive Director/chief Development	\$99,591	\$102,117	2024
Meguon-thiensville Education Foundation Inc	WI	\$214,357	Executive Director	\$32,500	\$34,714	2023
Wise Choices For Girls	CA	\$212,769	Executive Director	\$47,500	\$40,746	2024
Common Ground Collaborative Foundation	NJ	\$214,456	President	\$58,813	\$52,165	2024
Open Door Christian School	PA	\$214,476	Teacher & Assistant Administrator	\$20,736	\$20,543	2024
Childrens Cottage	CA	\$212,633	Executive Dir.	\$65,301	\$54,572	2025
The Educators' Cooperative	TN	\$214,686	Executive Director	\$40,000	\$41,768	2024
Green Works In Kansas City	MO	\$212,460	President	\$110,401	\$116,161	2024
Lakewood Memorial Library	NY	\$214,711	Library Dire	\$68,069	\$61,104	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 \$1–\$437,074; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$213,576); for reference, expenses \$188,688 and assets \$179,844.
ROLE MATCH	Trip Cogburn, reported title " <i>HEAD OF SCHOOL</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	245 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	62 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	93 rd
Total compensation (D + F), as reported (no adjustments)	92 nd
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	83 rd

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 (Trip Cogburn) 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 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 \$103,000 is reasonable (approximately the 93rd 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.