

K12c Solutions

Executive Director / CEO

EIN 923924596

MI · NTEE B90

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Amirah Vosburgh, Executive Director / CEO** (\$32,974) against **every comparable organization** that fit the selection criteria — **304** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

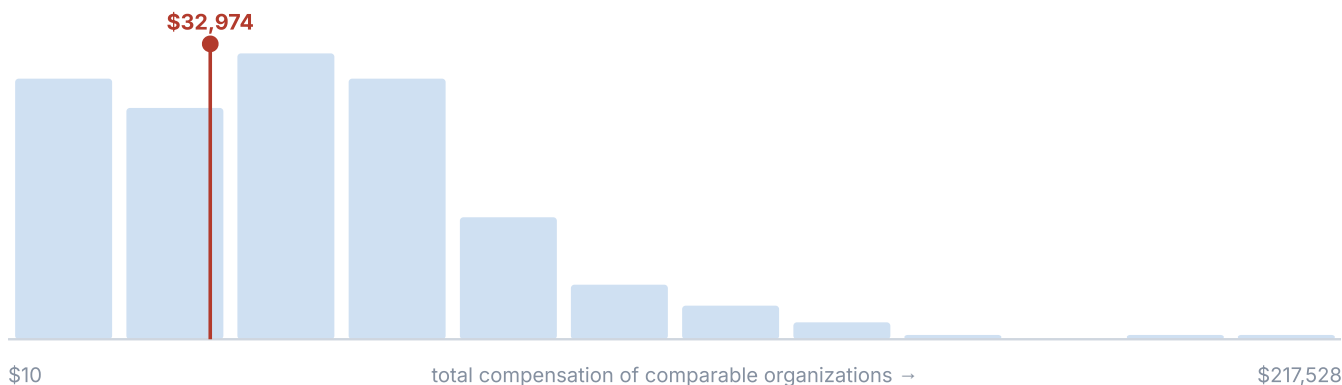
Benchmarked executive: Amirah Vosburgh — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$136,093 and \$304,686 — 0.67x to 1.50x the subject's \$203,124 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

304 organizations qualified on sector, size, and geography → **304** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,723	\$20,926	\$45,308	\$67,070	\$89,795	\$32,974
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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 MI 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
Teacher Apprenticeship Network	NJ	\$203,250	Executive Director	\$13,847	\$11,634	2024
Family Child Care Providers Association Of San Francisco Inc	CA	\$202,970	Executive Director	\$45,637	\$38,179	2023
Gethsemane Ranch Inc	FL	\$204,030	Secretary	\$20,244	\$17,896	2024
Hampton Roads Chess Association	VA	\$204,156	Executive Director	\$40,598	\$36,888	2024
Grace Education & Business	FL	\$201,797	Director	\$45,757	\$41,646	2023
The Early Learning Partnership Of	SC	\$201,777	Executive Di	\$45,788	\$43,793	2025
Educational Leadership Foundation Of New Jersey Inc	NJ	\$201,523	Executive Director	\$18,500	\$15,143	2025
Amplify Arts	NE	\$205,050	Executive Co-director	\$67,688	\$70,533	2023
Changing Expectations Corp	TX	\$201,110	Founder And Ceo	\$113,206	\$106,564	2024
Educational Advisory Foundation Inc	GA	\$201,000	President	\$16,000	\$15,586	2023
Love We Dont See	CA	\$200,612	Ceo	\$47,294	\$37,440	2025
Nicaphoto Inc	CT	\$205,786	President	\$26,000	\$22,940	2024
Eg Prep Education Inc	NY	\$200,407	Executive Di	\$6,321	\$5,375	2024
Seminary For The Third Millennium	FL	\$200,165	President	\$14,765	\$13,438	2023
Nami Of Fairbanks Alaska Inc	AK	\$206,276	Executive Director	\$62,400	\$57,798	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Pantry & Emerg Srvc Inc	NE	\$199,807	Director	\$9,000	\$9,378	2023
Quality Champions For Life	OH	\$206,795	Executive Director	\$22,000	\$21,928	2024
Merivis Foundation Inc	TX	\$206,797	Executive Di	\$124,800	\$120,948	2023
Communities In Schools Of Rome-floyd County Inc	GA	\$206,910	Executive Director	\$64,827	\$59,758	2025
Eagle Wings Motorcycle Association	AZ	\$206,938	Coo	\$48,000	\$43,441	2024
Advance	CA	\$199,291	Executive Dir.	\$39,000	\$31,691	2024
Spreading Hope Inc	MN	\$199,217	Secretary	\$17,667	\$16,004	2025
Culper	VA	\$207,252	Coo	\$53,667	\$48,762	2024
Colorado Learning Connections	CO	\$207,456	Executive Director	\$63,359	\$55,698	2025
Bridge Christian Academy	CA	\$207,544	President	\$15,000	\$12,189	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 **304** organizations. Compensation range \$10–\$217,528; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$203,124); for reference, expenses \$15,619 and assets \$203,124. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Amirah Vosburgh, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	4 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	36 th
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	93 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 (Amirah Vosburgh) 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 304 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,974 is reasonable (approximately the 36th 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.