

Agape Educational Center Inc

Executive Director / CEO

EIN 201744850

CA · NTEE B21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Pi-shuang Chen, Executive Director / CEO** (\$65,860) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

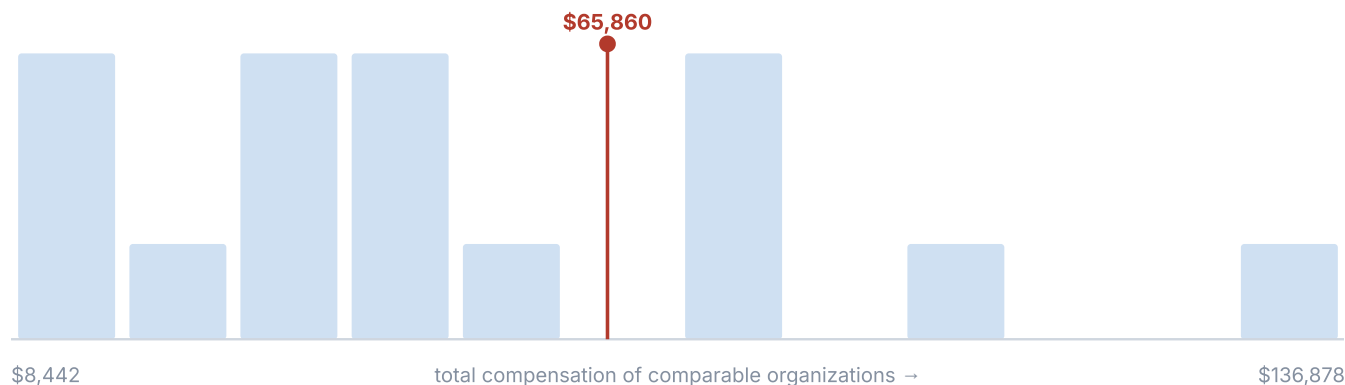
Benchmarked executive: Pi-shuang Chen — reported title “CFO”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B21).
BUDGET	Total revenue between \$158,770 and \$355,456 — 0.67x to 1.50x the subject's \$236,971 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B21) + CA + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,336	\$33,880	\$43,522	\$76,063	\$92,033	\$65,860
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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 CA 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
A Childs Heart Inc	CA	\$241,531	Preschool Director	\$60,000	\$60,000	2024
Fullerton Community Nursery School	CA	\$243,626	Director	\$36,365	\$36,365	2024
California Kindergarten Association	CA	\$247,867	President	\$8,200	\$8,442	2023
International Education And	CA	\$225,492	Director	\$25,668	\$26,426	2023
Hilltop Nursery School Of Costa Mesa	CA	\$253,479	Director	\$37,840	\$37,840	2024
Great And Small Inc	CA	\$254,066	Dirctor	\$17,500	\$18,017	2023
Silverspot Nursery School	CA	\$205,277	Teacher/director	\$79,177	\$81,516	2023
Francis Kiddie Kollege Preschool Inc	CA	\$199,112	Executive Director	\$41,017	\$42,229	2023
Circle Time Child Development Center Inc	CA	\$291,893	Ceo/director	\$12,291	\$12,654	2023
Redwood Parents Nursery School	CA	\$306,383	Director	\$38,839	\$37,838	2025
Susan Phillips Day School	CA	\$308,750	Chairman	\$140,500	\$136,878	2025
Morning Glory Enterprises	CA	\$321,433	Ceo Member At Large	\$75,604	\$75,604	2024
Altadena Nursery School Inc	CA	\$326,868	Director	\$47,895	\$46,660	2025
Gazelle Creative Learning School	CA	\$329,372	President	\$102,550	\$102,550	2024
Berkeley Hills Parents Association	CA	\$340,360	Exec. Direct	\$77,439	\$77,439	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Way Enterprises Inc	CA	\$354,246	Ceo	\$46,000	\$44,814	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	16 organizations. Compensation range \$8,442–\$136,878; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$236,971); for reference, expenses \$241,557 and assets \$97,037.
ROLE MATCH	Pi-shuang Chen, reported title " <i>CFO</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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	69th
Total compensation (D + F), as reported (no adjustments)	69th
Reportable pay only (column D), adjusted	69th
All sources (D + E + F), adjusted	69th

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 (Pi-shuang Chen) 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 16 similarly situated organizations (Same NTEE sector (B21) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,860 is reasonable (approximately the 69th 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.