

# Faith Christian School And Institute

Executive Director / CEO

EIN 251398564  
 PA · NTEE B20  
 FY ending 2023-06-30  
 June 10, 2026

This analysis benchmarks the total compensation of **Lucy Hall, Executive Director / CEO** (\$28,778) against **every comparable organization** that fit the selection criteria — **286** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26<sup>th</sup>** percentile of comparable organizations within the typical range

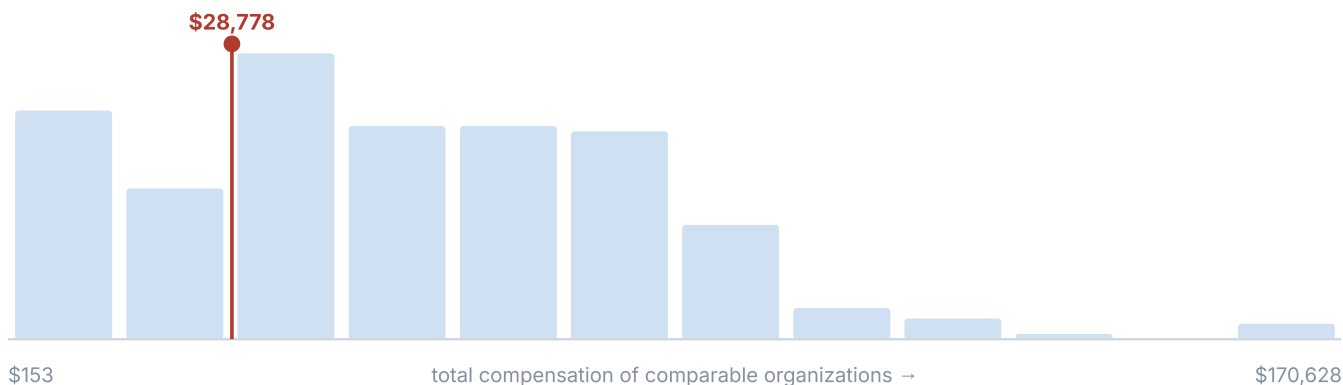
**Benchmarked executive:** Lucy Hall — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20).
BUDGET	Total revenue between \$325,713 and \$729,208 — 0.67x to 1.50x the subject's \$486,139 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

**286** organizations qualified on sector, size, and geography → **286** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,930	\$27,711	\$48,427	\$71,622	\$88,638	\$28,778
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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 PA 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 href="#">East Orchard Christian Academy Inc</a>	IL	\$487,462	Secretary/di	\$17,000	<b>\$15,859</b>	2025
<a href="#">Trinity Academy Inc</a>	TN	\$487,742	Head Of School	\$52,000	<b>\$51,866</b>	2025
<a href="#">Waldessori Schoolhouse</a>	TX	\$484,528	Board President	\$13,573	<b>\$13,225</b>	2024
<a href="#">Fort Dodge Community School District Foundation</a>	IA	\$487,946	Director	\$86,250	<b>\$94,700</b>	2023
<a href="#">University Montessori School</a>	LA	\$484,030	Chairman	\$31,990	<b>\$35,323</b>	2023
<a href="#">Urban Village Montessori Inc</a>	MA	\$489,946	President	\$91,069	<b>\$77,654</b>	2025
<a href="#">Green Mountain Montessori School</a>	VT	\$482,315	President	\$80,077	<b>\$80,823</b>	2023
<a href="#">Pinnacle Christian School</a>	TX	\$481,840	Head Of School	\$43,654	<b>\$42,533</b>	2024
<a href="#">Covenant Grace Christian Academy Inc</a>	LA	\$491,799	Treasurer	\$32,000	<b>\$33,436</b>	2025
<a href="#">Sunrise Montessori School Inc</a>	MA	\$492,126	Head Of Scho	\$80,120	<b>\$72,197</b>	2023
<a href="#">Hopi School Inc</a>	AZ	\$492,215	Facilitator	\$55,000	<b>\$51,520</b>	2024
<a href="#">Next Generation Academics Inc</a>	FL	\$493,292	Director	\$34,878	<b>\$32,856</b>	2023
<a href="#">New Mexico Society Of Cpas</a>	NM	\$493,310	President	\$99,318	<b>\$104,046</b>	2024
<a href="#">Mental Fitness 21st Century Learning Inc</a>	GA	\$494,115	Exective Director	\$48,850	<b>\$49,254</b>	2023
<a href="#">Mr Dad Fathers Club</a>	IL	\$495,372	President &	\$40,000	<b>\$38,302</b>	2024
<a href="#">Arcadian Fellowship Church Inc</a>	MD	\$476,640	Vice President	\$60,000	<b>\$54,637</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Cottonwood Alc Inc</a>	MT	\$475,815	President	\$70,674	<b>\$72,289</b>	2025
<a href="#">Nevada R-5 School District Public</a>	MO	\$496,775	Executive Di	\$8,780	<b>\$9,058</b>	2024
<a href="#">National Association For Search</a>	VA	\$475,413	Executive Director	\$93,149	<b>\$87,602</b>	2024
<a href="#">Sapphire Early Learning Center</a>	MT	\$497,778	Director	\$46,878	<b>\$49,218</b>	2024
<a href="#">Tyger River Childrens Center Inc</a>	SC	\$499,127	Director	\$58,307	<b>\$60,997</b>	2023
<a href="#">Haven Education Solutions Inc</a>	MD	\$473,044	President	\$12,250	<b>\$11,484</b>	2023
<a href="#">Amundsen Educational Center</a>	AK	\$472,588	Executive Dir.	\$96,861	<b>\$90,197</b>	2024
<a href="#">Southwest Montessori Academy Inc</a>	IN	\$472,283	Executive Dir.	\$47,464	<b>\$48,752</b>	2024
<a href="#">Shepherd's Heart Christian Ministries Inc</a>	FL	\$471,530	President	\$25,000	<b>\$22,286</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	286 organizations. Compensation range \$153–\$170,628; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$486,139); for reference, expenses \$495,637 and assets \$268,524.
ROLE MATCH	Lucy Hall, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 3 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	26 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	25 <sup>th</sup>
Reportable pay only (column D), adjusted	27 <sup>th</sup>
All sources (D + E + F), adjusted	24 <sup>th</sup>

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 (Lucy Hall) 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 286 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,778 is reasonable (approximately the 26<sup>th</sup> 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.