

Asa Christian Academy

Executive Director / CEO

EIN 261688902

FL · NTEE B20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Janet Strickland, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **87** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

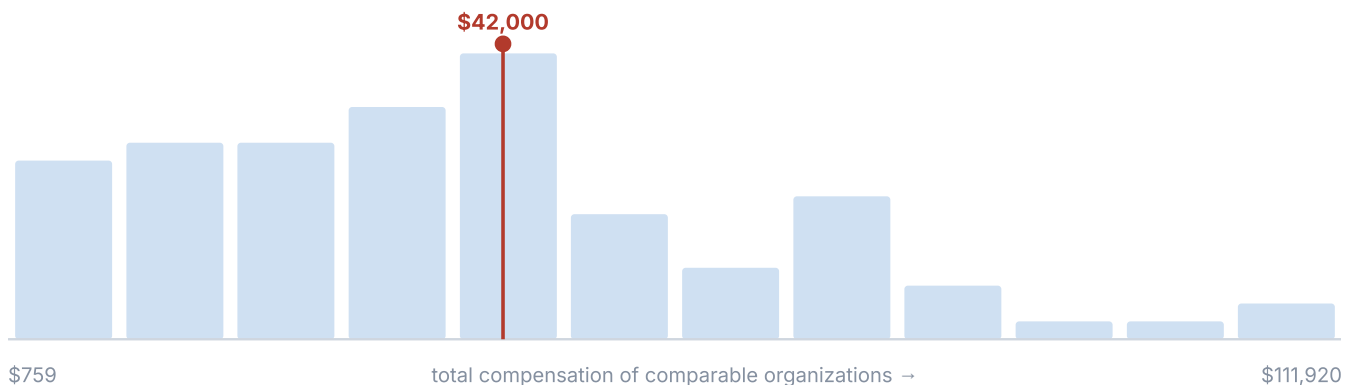
Benchmarked executive: Janet Strickland — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20).
BUDGET	Total revenue between \$113,977 and \$255,174 — 0.67x to 1.50x the subject's \$170,116 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

87 organizations qualified on sector, size, and geography → **87** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,874	\$20,081	\$34,792	\$52,107	\$71,488	\$42,000
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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 FL 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
The Greenhouse Schoolinc	MA	\$173,484	Executive Di	\$6,300	\$6,026	2023
Trinity Learning Center	MO	\$164,589	Director	\$22,050	\$24,147	2024
Virginia Association Of Science	VA	\$164,234	Executive Director	\$40,000	\$39,932	2024
Long Island Traditions Inc	NY	\$179,816	Executive Director	\$44,923	\$41,971	2024
Oak Trails School Inc	MI	\$159,435	President	\$47,355	\$50,537	2024
Scientiae Inc	FL	\$182,457	President	\$781	\$759	2024
Northwest Ohio Educational	OH	\$156,939	Executive Director	\$39,000	\$41,609	2025
Bluestem Montessori Elementary	NE	\$183,841	Executive Di	\$44,862	\$48,604	2025
Clearview Sudbury School	TX	\$184,001	President	\$11,475	\$12,219	2023
Growing In Grace Preparatory School Inc	FL	\$184,084	President	\$28,858	\$28,030	2024
California Teachers Associations	CA	\$155,506	President	\$9,400	\$8,392	2024
Mount Hope Christian Academy Inc	VA	\$186,637	Academy Director	\$32,231	\$32,176	2024
Carden Educational Foundation	FL	\$191,520	President & Treasurer	\$97,195	\$97,195	2023
Xilin North Shore Chinese School	IL	\$148,087	Principal	\$10,046	\$10,212	2024
Heritage Christian Academy	TN	\$195,767	President	\$15,000	\$16,303	2024
Literacy For Kids Inc	MI	\$143,306	Executive Di	\$65,000	\$71,417	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Orcas Montessori School	WA	\$197,361	Vice President	\$45,266	\$43,140	2023
St Jude School	CA	\$197,855	Secretary	\$40,000	\$34,792	2025
Trace Academy Inc	FL	\$198,199	Head Of Scho	\$58,417	\$58,417	2023
Academy Christian School Inc	SC	\$198,225	President	\$38,566	\$42,828	2023
King's Christian Academy Inc	VA	\$141,633	Director/teacher	\$32,185	\$31,303	2025
Parents For Public Schools	MS	\$198,818	Executive Di	\$30,000	\$34,546	2024
Beginning Education And Readiness School	OH	\$199,351	Executive Director	\$60,760	\$66,539	2024
Martin County Education Association	FL	\$140,809	President	\$87,296	\$84,791	2024
Masters Christian School	WA	\$201,153	Executive Director	\$32,971	\$30,521	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	87 organizations. Compensation range \$759–\$111,920; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$170,116); for reference, expenses \$84,849 and assets \$487,426. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Janet Strickland, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	60 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	59 th

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 (Janet Strickland) 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 87 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 60th 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.