

# Huaxia Chinese School At Bergen Inc

Executive Director / CEO

EIN 263003451

NJ · NTEE B28

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Zhihong Wang, Executive Director / CEO** (\$8,713) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 2<sup>nd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Zhihong Wang — reported title "PRINCIPAL", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (B28).

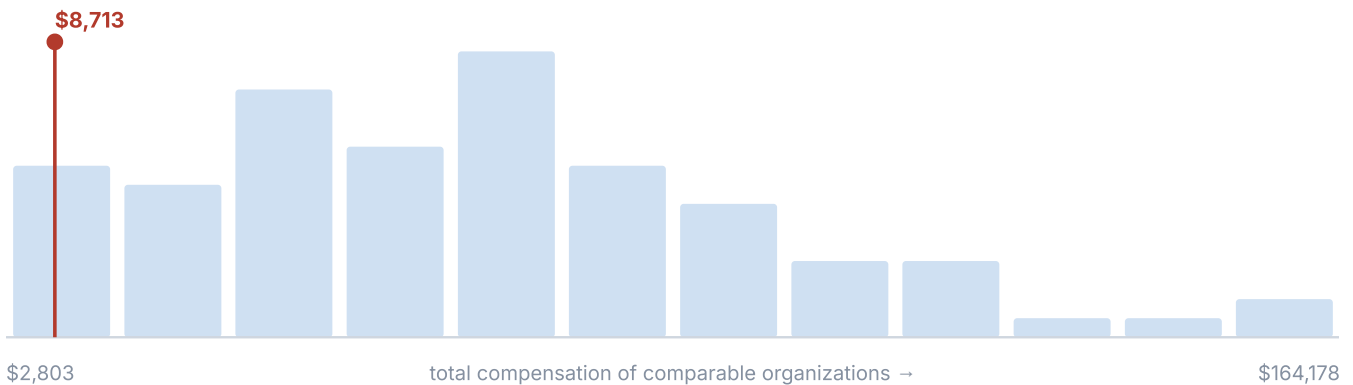
**BUDGET** Total revenue between \$261,737 and \$585,979 — 0.67x to 1.50x the subject's \$390,653 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B28), nationwide + budget 0.67–1.5x revenue.

**83** organizations qualified on sector, size, and geography

→ **83** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,128	\$32,814	\$58,312	\$78,832	\$109,607	<b>\$8,713</b>
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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 NJ 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="#">Alexsander Academy Inc</a>	GA	\$390,034	Executive Di	\$100,130	<b>\$112,763</b>	2024
<a href="#">The Italian American Club Foundation</a>	MN	\$391,509	President	\$9,000	<b>\$9,960</b>	2024
<a href="#">Mission Empower</a>	PA	\$386,847	Executive Dir.	\$33,877	<b>\$37,838</b>	2024
<a href="#">Snowdrop Montessori School Inc</a>	MA	\$396,087	President	\$60,000	<b>\$60,388</b>	2024
<a href="#">Clover Montessori School</a>	PA	\$383,799	Board President, Founding Teacher Leader	\$67,000	<b>\$77,044</b>	2023
<a href="#">Clarke County Education Foundation Inc</a>	VA	\$397,863	Executive Dir.	\$40,040	<b>\$43,300</b>	2024
<a href="#">New Castle Learning Advantage</a>	CO	\$382,113	Executive Di	\$14,834	<b>\$15,931</b>	2024
<a href="#">Inspiring Minds</a>	ND	\$380,097	President	\$74,778	<b>\$91,911</b>	2024
<a href="#">Azalea Montessori Elementary Nature School</a>	OH	\$378,989	Executive Director	\$60,000	<b>\$71,176</b>	2024
<a href="#">Exceptional Education Outreach Inc</a>	FL	\$402,749	President & Ceo	\$26,606	<b>\$28,821</b>	2023
<a href="#">Take Note Studio Inc</a>	WI	\$378,193	Executive Director	\$98,083	<b>\$114,729</b>	2024
<a href="#">Blazing Stars Montessori School Inc</a>	FL	\$403,928	Officer	\$57,876	<b>\$60,896</b>	2024
<a href="#">Roxbury Roots Montessori Inc</a>	MA	\$404,189	President & Ceo	\$70,705	<b>\$73,264</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Kingsport Christian Academy</a>	TN	\$376,169	Director/administrator	\$25,603	<b>\$29,365</b>	2025
<a href="#">The Social Engineering Project</a>	CA	\$405,321	Director	\$92,308	<b>\$89,275</b>	2024
<a href="#">Spectrum Of Joy Inc</a>	AZ	\$407,281	President	\$10,854	<b>\$11,390</b>	2025
<a href="#">No More Sidelines</a>	MI	\$408,828	Ceo	\$26,000	<b>\$30,057</b>	2024
<a href="#">Hope Springs Christian Learning Center Inc</a>	GA	\$413,039	Ceo	\$39,930	<b>\$44,968</b>	2024
<a href="#">Flor De Loto Montessori Corp</a>	PR	\$364,110	Employee	\$36,321	<b>\$36,321</b>	2024
<a href="#">New Vision Aviation</a>	CA	\$361,981	President	\$33,040	<b>\$32,898</b>	2023
<a href="#">The Exceptional Way Inc</a>	GA	\$421,142	Executive Di	\$59,908	<b>\$67,466</b>	2024
<a href="#">Disability Independence Group Inc</a>	FL	\$357,596	Executive Director	\$101,538	<b>\$109,991</b>	2023
<a href="#">I Fly Young Inc</a>	CA	\$353,164	Ceo Principle	\$64,750	<b>\$64,472</b>	2023
<a href="#">Matthew 19 14</a>	KS	\$432,166	Executive Director	\$44,871	<b>\$55,897</b>	2023
<a href="#">Inclusive Academy</a>	AZ	\$346,468	Chief Executive Officer Director	\$24,645	<b>\$26,546</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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

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**PEER COUNT** 83 organizations. Compensation range \$2,803–\$164,178; filing years 2022–2025.

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**SIZE BASIS** Matched on total revenue (\$390,653); for reference, expenses \$355,161 and assets \$365,656.

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**ROLE MATCH** Zhihong Wang, reported title "*PRINCIPAL*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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**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	2 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	2 <sup>nd</sup>
Reportable pay only (column D), adjusted	2 <sup>nd</sup>
All sources (D + E + F), adjusted	2 <sup>nd</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

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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 (Zhihong Wang) 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 83 similarly situated organizations (Same NTEE sector (B28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,713 is reasonable (approximately the 2<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.