

Revelation University Inc

Executive Director / CEO

EIN 455216133

FL · NTEE B43

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Narciso Hilario Montas Cuello, Executive Director / CEO** (\$6,400) against the **2000** closest of **2,807** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Narciso Hilario Montas Cuello — reported title “VICE-PRESIDENT”, 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 (B43).

BUDGET Total revenue between \$187,139 and \$418,968 — 0.67x to 1.50x the subject's \$279,312 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

2,807 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$9,286

\$25,518

\$49,130

\$73,598

\$101,980

\$6,400



■ 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
Children's Center Of North Harford Inc	MD	\$279,270	Executive Director	\$59,941	\$59,653	2024
Podium Rva	VA	\$279,368	Executive Director	\$62,320	\$64,053	2024
The Book Truck Inc	CA	\$279,238	Executive Director	\$67,317	\$61,877	2024
Doing Art Together Inc	NY	\$279,391	Creative Director	\$61,200	\$60,607	2023
Eakin Care Program Inc	TN	\$279,179	Director	\$68,672	\$74,858	2025
Hua Xia South Chinese School Inc	NJ	\$279,100	Vice Principal	\$2,000	\$1,851	2025
Micar Christian University Corp	FL	\$279,543	Director	\$20,000	\$20,591	2023
Samara Learning Center	OR	\$279,040	Executive Director	\$35,397	\$34,090	2025
Christian Hope Academy Inc	SC	\$279,675	President	\$21,525	\$23,288	2025
Wellness Council Of Wisconsin Inc	WI	\$279,775	Executive Director	\$101,900	\$113,283	2024
Future Giants Corporation	NY	\$278,842	Interim Consulting Director	\$138,943	\$133,649	2024
American Organ Academy	OH	\$279,822	Chairman/dir	\$185,131	\$214,891	2023
Sil Lead Inc	TX	\$278,791	Executive Director	\$10,789	\$11,488	2024
Friends Of The Scarsdale Library	NY	\$279,836	Treasurer	\$4,830	\$4,527	2025
Sound Start Foundation	NJ	\$279,925	President/ceo	\$114,000	\$108,347	2024
Party In The Pines Foundation	TX	\$279,964	Secretary	\$10,000	\$10,648	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Philaflam	PA	\$279,981	Ceo	\$76,700	\$83,825	2023
The Channel Inc	VA	\$280,042	Chief Executive Officer	\$46,420	\$49,120	2023
Cong Yeshivas Bais Yitzchok Inc	NJ	\$278,574	President	\$14,400	\$13,686	2024
Manos Inocentes Por El Derecho A La Vida	UT	\$278,541	Accounting Manager	\$3,040	\$3,312	2024
La Crosse Promise Inc	WI	\$278,523	Executive Di	\$72,000	\$77,980	2025
Ibtta Foundation	DC	\$278,451	Staff Liaison	\$72,925	\$68,120	2024
Whitefish Community School	MT	\$280,200	Executive Di	\$56,336	\$62,977	2025
The Jet Award Foundation & Trust	NE	\$280,216	Executive Di	\$146,514	\$167,746	2024
Baby Bees Childcare Center Inc	OR	\$280,249	Director	\$7,000	\$6,920	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 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 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	2000 organizations. Compensation range \$1–\$568,094; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$279,312); for reference, expenses \$360,643 and assets \$69,917.
ROLE MATCH	Narciso Hilario Montas Cuello, reported title <i>"VICE-PRESIDENT"</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.

RELATED-ORG PAY 196 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 59 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	6 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 (Narciso Hilario Montas Cuello) 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 13, 2026, comparing compensation against 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,400 is reasonable (approximately the 7th 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 13, 2026.