

Virginia Space Flight Academy

Executive Director / CEO

EIN 542040355

VA · NTEE A57

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kimberly Check, Executive Director / CEO** (\$70,800) against the **2000** closest of **3,050** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

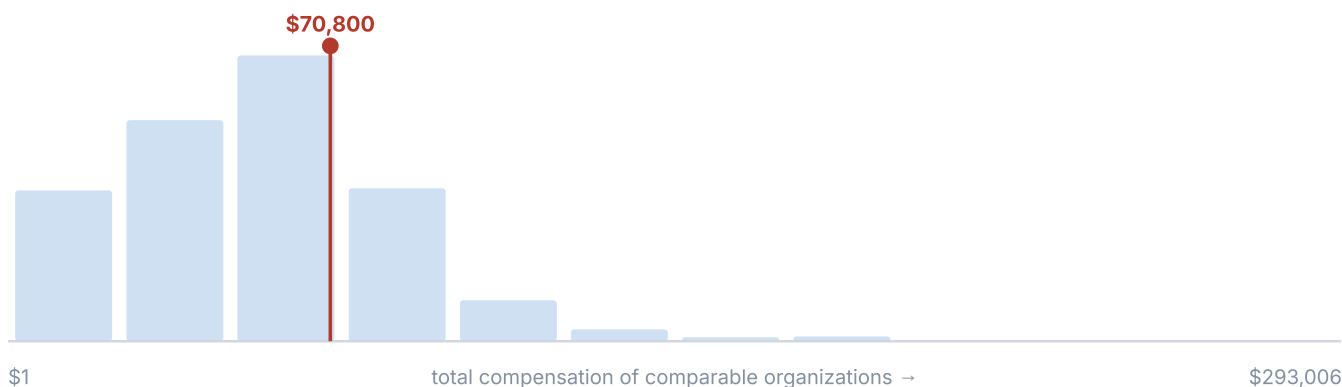
Benchmarked executive: Kimberly Check — reported title “EXECUTIVE DIR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A57).
BUDGET	Total revenue between \$255,173 and \$571,284 — 0.67x to 1.50x the subject's \$380,856 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

3,050 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$14,805	\$33,290	\$54,440	\$73,056	\$91,669	\$70,800
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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 VA 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
Victory Gardens Theater	IL	\$380,792	Managing Director	\$59,111	\$60,187	2023
Patriotic Productions Inc	NE	\$380,942	President	\$75,000	\$83,545	2023
Global Arts Corporation	CA	\$380,948	Ceo	\$63,009	\$54,733	2024
Civil Righteousness Inc	MO	\$380,969	President & Ceo	\$72,000	\$78,980	2023
Electronic Music Education And Preservation Project	PA	\$380,726	Executive Director	\$65,000	\$65,207	2024
Mississippi Metropolitan Ballet	MS	\$380,724	Former Executive Director	\$19,667	\$22,035	2024
Opera Roanoke	VA	\$380,673	General Dire	\$63,614	\$63,614	2023
Ugly Duckling Presse Ltd	NY	\$381,176	Press Manager	\$58,125	\$52,837	2024
Invertigo Dance Theatre	CA	\$380,509	President/board Member	\$89,812	\$80,320	2023
Young Dance Inc	MN	\$381,260	Executive Director	\$34,840	\$35,654	2023
Tx Bicycle Coalition Education Fund	TX	\$381,303	Executive Director	\$7,913	\$7,963	2024
Columbus Landmarks Foundation	OH	\$380,250	Ceo	\$73,500	\$78,312	2024
Preservation Mass	MA	\$381,477	President	\$68,438	\$63,694	2023
Beaver Dam Area Community Theatre Inc	WI	\$380,164	Managing Director	\$60,000	\$64,898	2023
The Justice Theater Project	NC	\$380,151	Executive Producer	\$35,700	\$37,108	2024
Turning Pointe School Of Dance	MI	\$381,647	Executive Di	\$48,950	\$50,827	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Statement Arts Inc	NY	\$379,950	Secretary	\$60,818	\$55,285	2024
Sun Valley Film Festival Inc	ID	\$379,947	Chairman/ed	\$42,900	\$45,909	2024
Dc Independent Film Festival	DC	\$381,791	Executive Director	\$40,000	\$35,310	2024
Art Sweats Inc	NY	\$379,913	Executive Director	\$40,270	\$37,688	2023
The Rhapsody Project	WA	\$381,818	Co-founder	\$57,720	\$53,521	2023
Presque Isle Light Station	PA	\$379,832	Executive Director	\$62,500	\$64,551	2023
Father Matters Inc	AZ	\$381,907	President/ceo	\$62,770	\$60,728	2024
1888 Buckle Club Inc	AZ	\$379,755	Executive Dir.	\$50,000	\$48,374	2024
The Theatre Within Inc	NY	\$379,723	President	\$34,400	\$32,194	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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–\$293,006; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$380,856); for reference, expenses \$411,602 and assets \$69,762.
ROLE MATCH	Kimberly Check, reported title "EXECUTIVE DIR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	60 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	40 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	72 nd
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	69 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 (Kimberly Check) 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 2000 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,800 is reasonable (approximately the 72nd 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.