

# Christ The King Christian Academy

Executive Director / CEO

EIN 561975825

NC · NTEE B24Z

FY ending 2025-05-31

June 9, 2026

This analysis benchmarks the total compensation of **Rev John B Kahl, Executive Director / CEO** (\$33,700) against **every comparable organization** that fit the selection criteria — **121** 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:** Rev John B Kahl — reported title “Headmaster”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (B24Z).

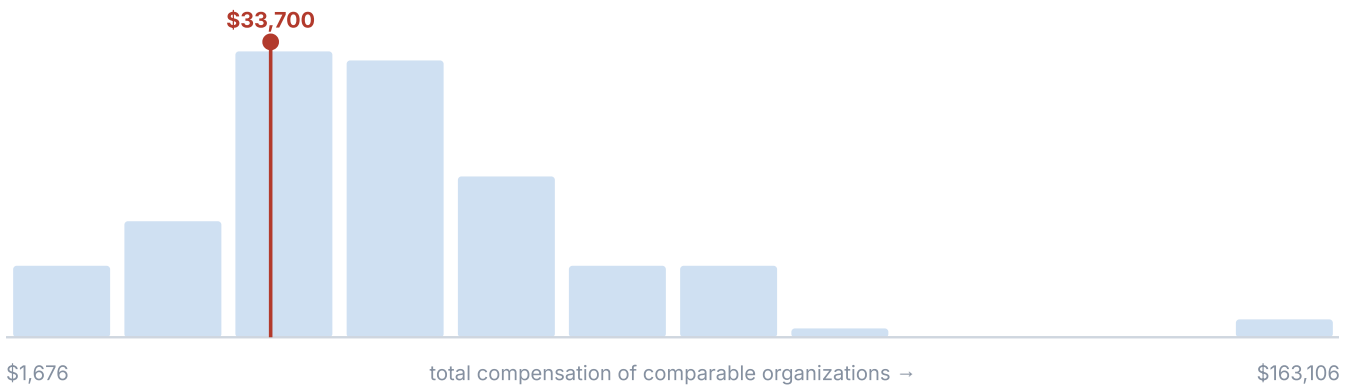
**BUDGET** Total revenue between \$263,459 and \$589,834 — 0.67x to 1.50x the subject's \$393,223 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B24), nationwide + budget 0.67–1.5x revenue.

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

→ **121** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,544	\$33,165	\$44,819	\$57,457	\$75,051	\$33,700
----------	----------	----------	----------	----------	----------



## ● 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 NC 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="#">The Hampton School</a>	NC	\$391,351	Director	\$68,927	<b>\$70,751</b>	2024
<a href="#">Harmony Christian Academy</a>	NJ	\$395,130	Director	\$52,523	<b>\$46,586</b>	2024
<a href="#">Living Wisdom School Of Nevada City</a>	CA	\$395,383	Director	\$31,606	<b>\$27,112</b>	2024
<a href="#">Bright Academy</a>	AL	\$390,922	Director/pre	\$42,000	<b>\$43,913</b>	2025
<a href="#">Shumway Academy Ltd</a>	ID	\$390,670	Director	\$53,083	<b>\$57,754</b>	2023
<a href="#">Philadelphia School Of Democracy</a>	PA	\$389,461	Vice Preside	\$58,590	<b>\$56,547</b>	2025
<a href="#">Excellent Covenant Christian</a>	TX	\$388,738	Secretary/treasurer	\$31,870	<b>\$32,605</b>	2023
<a href="#">Round Grove Christian Academy</a>	MO	\$398,060	Administrator	\$32,555	<b>\$34,253</b>	2024
<a href="#">Abadie Academy Inc</a>	FL	\$386,087	Founder/director	\$96,000	<b>\$92,237</b>	2023
<a href="#">Tears Inc</a>	OR	\$382,971	Executive Director	\$74,725	<b>\$68,937</b>	2024
<a href="#">Redeemer Classical School Inc</a>	IN	\$382,827	President And Headmaster	\$53,750	<b>\$54,858</b>	2025
<a href="#">Woodland Community School Inc</a>	NH	\$404,065	Executive Dir.	\$67,691	<b>\$60,491</b>	2025
<a href="#">Creekside Montessori</a>	AZ	\$382,172	Director	\$54,519	<b>\$53,625</b>	2023
<a href="#">The Grove School</a>	AL	\$380,659	President	\$58,500	<b>\$62,784</b>	2024
<a href="#">Simba Educational Ministries</a>	SD	\$407,286	President	\$8,400	<b>\$9,482</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Acorn School Of Charleston</a>	SC	\$378,520	Administrator	\$90,000	<b>\$93,273</b>	2024
<a href="#">Al Judiy Academy</a>	CA	\$377,997	Head Of School	\$48,127	<b>\$41,284</b>	2024
<a href="#">Crossroads Christian Academy</a>	TN	\$377,701	Headmaster	\$15,000	<b>\$15,663</b>	2024
<a href="#">Platt Park Children's Center</a>	CO	\$375,367	Director	\$58,167	<b>\$53,979</b>	2025
<a href="#">Sharon School Of Excellence</a>	FL	\$374,801	Ceo	\$162,332	<b>\$155,969</b>	2023
<a href="#">Grassroots Free School System Inc</a>	FL	\$413,396	School Director	\$41,600	<b>\$38,823</b>	2024
<a href="#">The Trinity School Of Cartersville Inc</a>	GA	\$368,288	Director	\$38,000	<b>\$36,978</b>	2025
<a href="#">Belle Creek Education Center</a>	CO	\$421,210	Executive Director	\$47,077	<b>\$44,844</b>	2024
<a href="#">Highlands Latin School Inc</a>	FL	\$423,358	President	\$33,333	<b>\$32,027</b>	2023
<a href="#">Secret Garden Montessori</a>	NJ	\$423,643	Head Of School	\$53,821	<b>\$47,737</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2025 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 NC 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** 121 organizations. Compensation range \$1,676–\$163,106; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$393,223); for reference, expenses \$325,054 and assets \$661,509.

ROLE MATCH	Rev John B Kahl, reported title " <i>Headmaster</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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)	26 <sup>th</sup>
Reportable pay only (column D), adjusted	29 <sup>th</sup>
All sources (D + E + F), adjusted	26 <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 (Rev John B Kahl) 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 121 similarly situated organizations (Same NTEE sector (B24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,700 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 9, 2026.