

# Faith Academy Inc

Executive Director / CEO

EIN 562106573  
 NC · NTEE P33  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Donna M Allen, Executive Director / CEO** (\$62,400) against **every comparable organization** that fit the selection criteria — **331** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Donna M Allen — reported title “CEO / PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

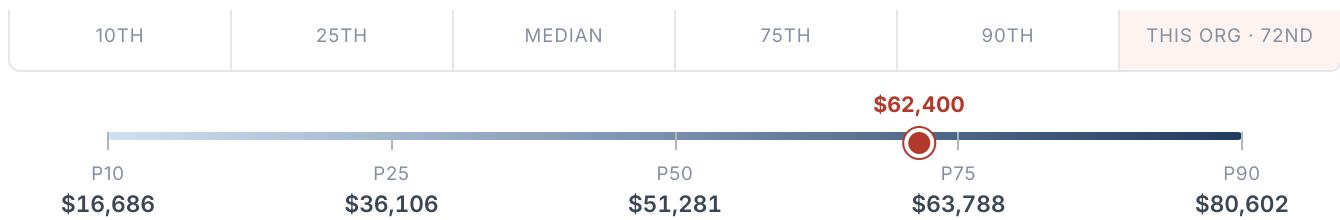
SECTOR	Organizations sharing the subject's NTEE classification (P33).
BUDGET	Total revenue between \$274,661 and \$614,913 — 0.67x to 1.50x the subject's \$409,942 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P33), nationwide + budget 0.67–1.5x revenue.

**331** organizations qualified on sector, size, and geography → **331** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,686	\$36,106	\$51,281	\$63,788	\$80,602	\$62,400
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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 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="#">Northwest Youth Power Elc Site 3 Inc</a>	GA	\$410,139	Executive Director	\$59,819	<b>\$59,930</b>	2023
<a href="#">Greenville Avenue Child Development Center</a>	TX	\$409,616	Daycare Director	\$42,920	<b>\$42,779</b>	2023
<a href="#">Butte Valley Montessori</a>	CA	\$410,323	Controller	\$66,387	<b>\$54,050</b>	2025
<a href="#">Rise Child Development Center Inc</a>	TX	\$409,298	Ceo	\$93,345	<b>\$93,037</b>	2023
<a href="#">Phmc 1500</a>	PA	\$408,656	Vp & Secretary	\$372,461	<b>\$370,090</b>	2023
<a href="#">Crosskids Child Development Center</a>	AR	\$408,653	Assistant Di	\$5,000	<b>\$5,600</b>	2023
<a href="#">A Child's Delight Too Inc</a>	MN	\$412,253	Executive Di	\$36,900	<b>\$36,330</b>	2023
<a href="#">Mechanicsburg Learning Center</a>	PA	\$407,373	Executive Di	\$15,163	<b>\$15,067</b>	2023
<a href="#">Caroline Asp Inc</a>	NY	\$407,102	Director	\$69,304	<b>\$60,609</b>	2024
<a href="#">Capacidad</a>	MA	\$412,875	Executive Director	\$71,640	<b>\$60,698</b>	2025
<a href="#">Mountain Sprouts Children's Community</a>	WA	\$413,422	Executive Director	\$65,201	<b>\$56,496</b>	2024
<a href="#">Court Appointed Special Advocate</a>	OH	\$413,551	Executive Di	\$78,172	<b>\$80,131</b>	2024
<a href="#">Tesoritos Daycare &amp; Learning Center Inc</a>	PR	\$406,231	President	\$33,348	<b>\$34,333</b>	2023
<a href="#">Kings Academy Child Enrichment Center Inc</a>	VA	\$413,812	Director	\$30,037	<b>\$28,068</b>	2024
<a href="#">Davenport Child Care Inc</a>	MA	\$406,019	Program Dire	\$55,199	<b>\$49,423</b>	2023
<a href="#">Apple Tree Center Inc</a>	IN	\$414,407	Key Employee	\$45,904	<b>\$48,234</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Faith Hope &amp; Love School</a>	CA	\$414,917	Director	\$45,000	<b>\$36,637</b>	2025
<a href="#">St Andrews Preschool And Day Care</a>	AZ	\$404,717	Preschool Director	\$56,853	<b>\$52,917</b>	2024
<a href="#">West Kemper Kiddie Kollege Inc</a>	MS	\$415,430	Director	\$81,977	<b>\$90,972</b>	2023
<a href="#">Growing In Gods Love Childcare</a>	MT	\$404,123	Director	\$66,409	<b>\$69,280</b>	2024
<a href="#">Mount Pleasant Community Childcare</a>	IA	\$416,681	Executive Di	\$40,000	<b>\$42,387</b>	2024
<a href="#">Tracy Kids World</a>	MN	\$402,253	President	\$15,600	<b>\$14,918</b>	2024
<a href="#">The Discovery Place</a>	MO	\$418,314	Executive Di	\$72,477	<b>\$76,488</b>	2023
<a href="#">Wonder World Preschool Inc</a>	MN	\$418,651	Treasurer	\$3,015	<b>\$2,968</b>	2023
<a href="#">Greensboro Community Childcare Cent</a>	VT	\$419,118	Executive Di	\$61,303	<b>\$61,481</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 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	331 organizations. Compensation range \$250–\$370,090; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$409,942); for reference, expenses \$409,942 and assets \$295,971.
ROLE MATCH	Donna M Allen, reported title <i>"CEO / PRESIDENT"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 8 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 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	68 <sup>th</sup>
Reportable pay only (column D), adjusted	73 <sup>rd</sup>
All sources (D + E + F), adjusted	71 <sup>st</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 (Donna M Allen) 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 331 similarly situated organizations (Same NTEE sector (P33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,400 is reasonable (approximately the 72<sup>nd</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.