

# King's Christian Academy Inc

Executive Director / CEO

EIN 571163121

VA · NTEE B20

FY ending 2025-07-31

June 10, 2026

This analysis benchmarks the total compensation of **Moncia Graham Wade, Executive Director / CEO** (\$32,185) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **51<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Moncia Graham Wade — reported title "DIRECTOR/TEACHER", 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 (B20).

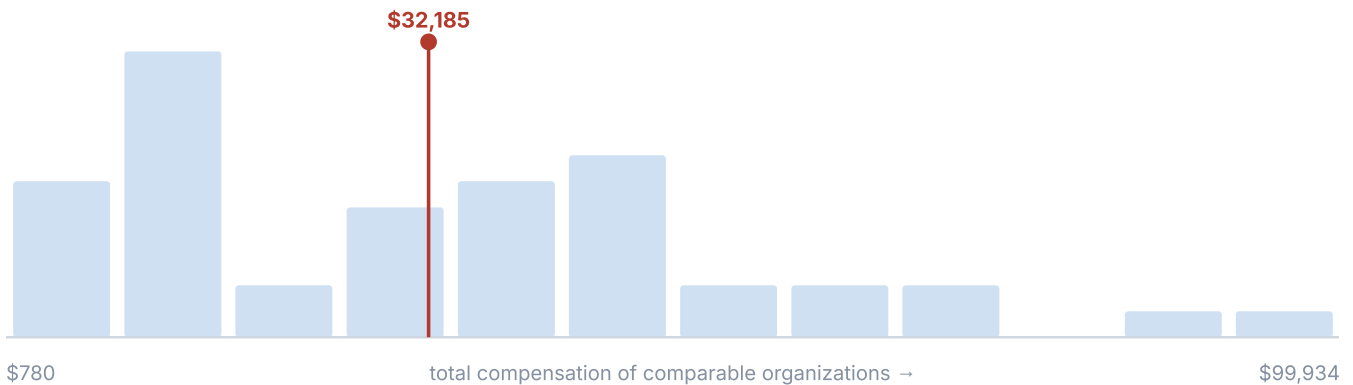
**BUDGET** Total revenue between \$94,894 and \$212,449 — 0.67x to 1.50x the subject's \$141,633 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

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

→ **45** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,951

\$13,916

\$31,381

\$44,036

\$63,959

**\$32,185**



## ● 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
<a href="#">Martin County Education Association</a>	FL	\$140,809	President	\$87,296	<b>\$87,182</b>	2024
<a href="#">Literacy For Kids Inc</a>	MI	\$143,306	Executive Di	\$65,000	<b>\$73,431</b>	2023
<a href="#">Frederick East Classical Inc</a>	MD	\$137,570	Executive Director	\$15,416	<b>\$15,774</b>	2023
<a href="#">Xilin North Shore Chinese School</a>	IL	\$148,087	Principal	\$10,046	<b>\$10,500</b>	2024
<a href="#">Friendship Christian School Inc</a>	KY	\$132,251	Vice President	\$12,506	<b>\$13,916</b>	2025
<a href="#">Living Way Academy Inc</a>	GA	\$128,253	President	\$11,200	<b>\$11,972</b>	2024
<a href="#">California Teachers Associations</a>	CA	\$155,506	President	\$9,400	<b>\$8,629</b>	2024
<a href="#">Family Learning Institute</a>	MI	\$126,662	Executive Di	\$51,830	<b>\$58,552</b>	2023
<a href="#">Northwest Ohio Educational</a>	OH	\$156,939	Executive Director	\$39,000	<b>\$42,781</b>	2025
<a href="#">Abbie S New School Inc</a>	PR	\$124,643	Executive Director	\$7,096	<b>\$7,499</b>	2023
<a href="#">Oak Trails School Inc</a>	MI	\$159,435	President	\$47,355	<b>\$51,962</b>	2024
<a href="#">Hope Academy For Dyslexia</a>	TX	\$123,120	Director	\$24,211	<b>\$25,747</b>	2024
<a href="#">Virginia Association Of Science</a>	VA	\$164,234	Executive Director	\$40,000	<b>\$41,058</b>	2024
<a href="#">Trinity Learning Center</a>	MO	\$164,589	Director	\$22,050	<b>\$24,827</b>	2024
<a href="#">Trinity Classical Christian Academy</a>	WA	\$116,920	Director	\$31,847	<b>\$30,312</b>	2024
<a href="#">Stonebridge Academy Institute</a>	OK	\$113,838	Director	\$12,586	<b>\$14,353</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Asa Christian Academy</a>	FL	\$170,116	Executive Director	\$42,000	<b>\$43,184</b>	2023
<a href="#">The Greenhouse Schoolinc</a>	MA	\$173,484	Executive Di	\$6,300	<b>\$6,196</b>	2023
<a href="#">East Central Illinois Christian School</a>	IL	\$108,457	Bookkeeper	\$15,008	<b>\$15,281</b>	2025
<a href="#">Long Island Traditions Inc</a>	NY	\$179,816	Executive Director	\$44,923	<b>\$43,155</b>	2024
<a href="#">Scientiae Inc</a>	FL	\$182,457	President	\$781	<b>\$780</b>	2024
<a href="#">Bluestem Montessori Elementary</a>	NE	\$183,841	Executive Di	\$44,862	<b>\$49,973</b>	2025
<a href="#">Clearview Sudbury School</a>	TX	\$184,001	President	\$11,475	<b>\$12,564</b>	2023
<a href="#">Growing In Grace Preparatory School Inc</a>	FL	\$184,084	President	\$28,858	<b>\$28,821</b>	2024
<a href="#">Foundation For Excellence In Public Education In Clarke County Ga Inc</a>	GA	\$97,615	Exec. Director	\$10,000	<b>\$11,005</b>	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 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 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	<b>45</b> organizations. Compensation range \$780–\$99,934; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$141,633); for reference, expenses \$155,206 and assets \$-13,573.
ROLE MATCH	Moncia Graham Wade, reported title <i>"DIRECTOR/TEACHER"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

**OUTLIERS** 1 peer 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	51 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	51 <sup>st</sup>
Reportable pay only (column D), adjusted	51 <sup>st</sup>
All sources (D + E + F), adjusted	51 <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 (Moncia Graham Wade) 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 45 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,185 is reasonable (approximately the 51<sup>st</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 10, 2026.