

# Faith Alive Christian Academy

Executive Director / CEO

EIN 800454636

VI · NTEE B24

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Karima Mahoney, Executive Director / CEO** (\$27,288) against **every comparable organization** that fit the selection criteria — **59** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46<sup>th</sup>** percentile of comparable organizations within the typical range

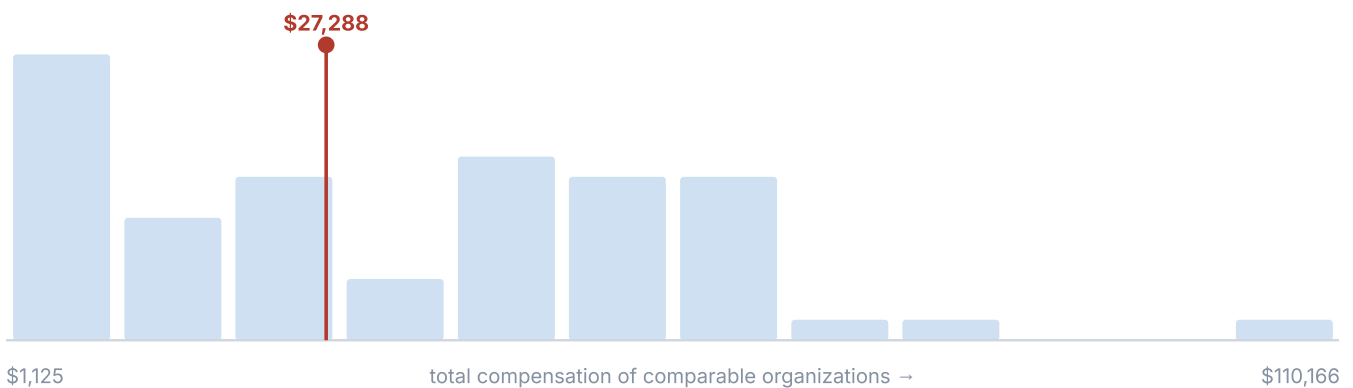
**Benchmarked executive:** Karima Mahoney — reported title “Teacher”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B24).
BUDGET	Total revenue between \$134,930 and \$302,083 — 0.67x to 1.50x the subject's \$201,389 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B24), nationwide + budget 0.67–1.5x revenue.

**59** organizations qualified on sector, size, and geography → **59** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,888	\$14,389	\$32,296	\$49,561	\$61,313	\$27,288
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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); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mercy Christian Academy</a>	LA	\$204,384	Board Member	\$32,296	<b>\$32,296</b>	2023
<a href="#">Gaia Democratic School</a>	MN	\$205,347	Officer-key Employee	\$40,000	<b>\$38,852</b>	2024
<a href="#">Life Point Christian University Inc</a>	AZ	\$205,771	President	\$50,400	<b>\$48,954</b>	2024
<a href="#">Kardia Classical School</a>	WA	\$196,814	Head Of School	\$29,358	<b>\$27,781</b>	2025
<a href="#">Palmyra Christian Academy</a>	MO	\$206,020	Director	\$3,550	<b>\$3,550</b>	2023
<a href="#">Albert Lea Wrestling Boosters</a>	MN	\$196,683	Trustee	\$33,900	<b>\$32,927</b>	2024
<a href="#">Grace Christian Academy</a>	NC	\$196,126	Teacher	\$26,667	<b>\$25,234</b>	2025
<a href="#">Bnos Sarah Inc</a>	NJ	\$194,438	Trustee	\$6,000	<b>\$5,828</b>	2024
<a href="#">Mate School</a>	CO	\$208,359	Chairman/pre	\$68,333	<b>\$66,373</b>	2024
<a href="#">The Morgan Oliver School For Anti-racism Inc</a>	GA	\$192,109	Ceo	\$14,583	<b>\$14,583</b>	2023
<a href="#">Sunset Sudbury School Inc</a>	FL	\$211,841	President	\$85,000	<b>\$82,561</b>	2024
<a href="#">Childrens Cottage</a>	CA	\$212,633	Executive Dir.	\$65,301	<b>\$61,793</b>	2025
<a href="#">Desert Springs Christian Academy</a>	NM	\$213,660	Headmaster 7	\$21,524	<b>\$20,368</b>	2025
<a href="#">Open Door Christian School</a>	PA	\$214,476	Teacher & Assistant Administrator	\$20,736	<b>\$20,141</b>	2024
<a href="#">South Tulsa Academy Inc</a>	OK	\$214,734	Board Member	\$15,000	<b>\$14,194</b>	2025
<a href="#">Hillside Academy Inc</a>	ID	\$215,043	President	\$4,899	<b>\$4,758</b>	2024
<a href="#">St Catherine Of Siena Academy</a>	NY	\$186,368	Chair & Trea	\$4,090	<b>\$3,973</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Huaxia Chinese School At Bridgewater</a>	NJ	\$184,351	Principal	\$8,480	<b>\$8,237</b>	2024
<a href="#">Play School Inc</a>	FL	\$218,741	Executive Director	\$47,173	<b>\$45,820</b>	2024
<a href="#">Emmanuel Coastal Academy Inc</a>	FL	\$221,404	President	\$2,050	<b>\$2,050</b>	2023
<a href="#">Cornerstone Haiti</a>	FL	\$222,220	President	\$54,225	<b>\$54,225</b>	2023
<a href="#">Ohr Zahava</a>	TX	\$179,842	Vice President	\$47,630	<b>\$47,630</b>	2023
<a href="#">Shikabania Corporation</a>	CA	\$224,241	Director	\$4,809	<b>\$4,809</b>	2023
<a href="#">Boulder Sudbury School</a>	CO	\$176,598	Secretary And Teacher	\$6,516	<b>\$6,166</b>	2025
<a href="#">Bais Yaakov Bnos Chayil Inc</a>	NJ	\$229,282	Trustee	\$20,000	<b>\$19,426</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VI 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. 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	59 organizations. Compensation range \$1,125–\$110,166; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$201,389); for reference, expenses \$198,519 and assets \$85,144.
ROLE MATCH	Karima Mahoney, reported title <i>"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	46 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	46 <sup>th</sup>
Reportable pay only (column D), adjusted	49 <sup>th</sup>
All sources (D + E + F), adjusted	46 <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 (Karima Mahoney) 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 59 similarly situated organizations (Same NTEE sector (B24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,288 is reasonable (approximately the 46<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.