

Foundation Of Central Christian College

Executive Director / CEO

EIN 822866871
 KS · NTEE B82
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Dr Leonard Favara, Executive Director / CEO** (\$36,985) against **every comparable organization** that fit the selection criteria — **210** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

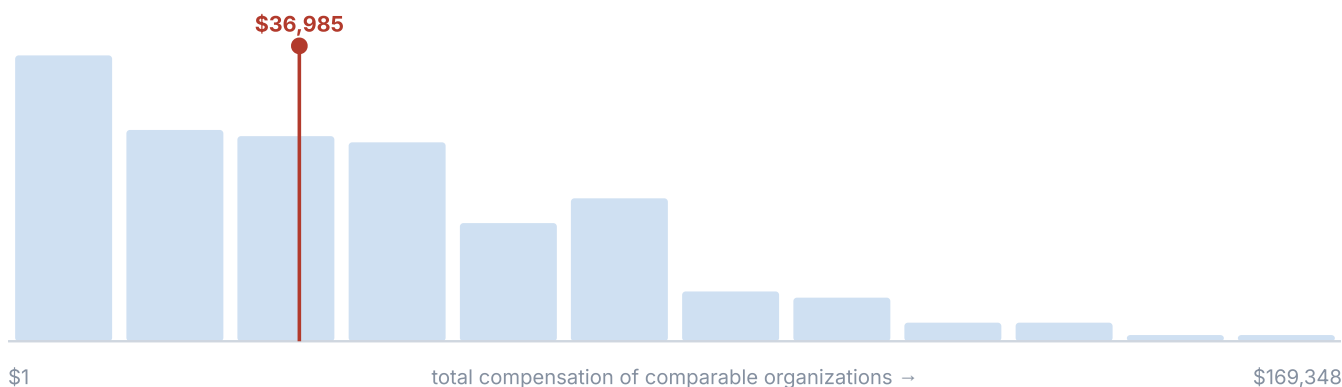
Benchmarked executive: Dr Leonard Favara — reported title “CCCK President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$184,316 and \$412,648 — 0.67x to 1.50x the subject's \$275,099 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

210 organizations qualified on sector, size, and geography → **210** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,078	\$17,285	\$40,476	\$65,417	\$88,666	\$36,985
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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 KS 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
Supreme Council Education & Charity Fund	MA	\$274,597	President/sovereign Grand	\$7,895	\$6,378	2024
Matanya's Hope	IL	\$274,020	President	\$46,833	\$41,395	2024
Education Across Borders	WA	\$273,823	Director	\$50,290	\$40,481	2024
Central Insurance Companies Educational	OH	\$276,455	Director	\$13,287	\$13,026	2023
California Landscape Architectual	CA	\$272,536	Treasurer	\$18,000	\$13,975	2024
Nevada Hands & Voices	NV	\$278,168	Executive Dir.	\$62,634	\$56,447	2024
La Crosse Promise Inc	WI	\$278,523	Executive Di	\$72,000	\$65,863	2025
The Galax Foundation For Excellence In	VA	\$271,500	Secretary/treasurer	\$12,000	\$10,417	2024
Seton Cincinnati Sgo	OH	\$271,454	President	\$29,088	\$26,985	2025
Northville Educational Foundation	MI	\$271,393	Executive Director	\$58,205	\$55,610	2023
The Jet Award Foundation & Trust	NE	\$280,216	Executive Di	\$146,514	\$141,681	2024
Decatur Central High School Band Booster Inc	IN	\$269,580	Director, Treasurer	\$10,000	\$9,761	2023
Native Agriculture Education Fellowship Program	ND	\$268,969	Executive Director	\$100,298	\$101,883	2023
The Claymont Foundation Inc	OH	\$268,956	Financial Secretary	\$6,000	\$5,714	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tbi Warrior Foundation	TX	\$268,167	President	\$7,000	\$6,481	2023
Germantown Community Scholarship Fund Inc	WI	\$267,938	Executive Director	\$34,000	\$32,868	2023
St Helena Preschool For All Inc	CA	\$283,013	Executive Dir.	\$77,400	\$61,865	2023
Chicago Association Of Realtors Educational Foundation Inc	IL	\$283,593	Top Mgmt Offical & Car Ceo	\$40,393	\$35,703	2024
Kensap Inc	NJ	\$265,787	Executive Director	\$96,000	\$79,339	2023
Texas Architectural Foundation	TX	\$264,935	Txa Evp	\$29,217	\$26,277	2024
American Student Association Of Community Colleges	UT	\$264,911	Executive Director	\$14,584	\$14,383	2022
Orme Primavera Schools Foundation	AZ	\$264,877	Treasurer	\$1,700	\$1,432	2025
African American Teaching Fellows	VA	\$264,812	Executive Di	\$82,442	\$71,568	2024
Shenandoah Valley Scholars Latino Initiative Inc	VA	\$264,770	Managing Director	\$2,733	\$2,373	2024
John P Burke Memorial Fund	RI	\$264,645	Executive Director	\$35,833	\$30,892	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	210 organizations. Compensation range \$1–\$169,348; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$275,099); for reference, expenses \$135,630 and assets \$108,351. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dr Leonard Favara, reported title "CCCK President", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	64 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	47 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	74 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 (Dr Leonard Favara) 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 210 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$36,985 is reasonable (approximately the 47th 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.