

# The Northwest Florida Academy Inc

Executive Director / CEO

EIN 823415474  
 FL · NTEE B20  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Daniel L Nelson, Executive Director / CEO** (\$52,500) against **every comparable organization** that fit the selection criteria — **141** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75<sup>th</sup>** percentile of comparable organizations within the typical range

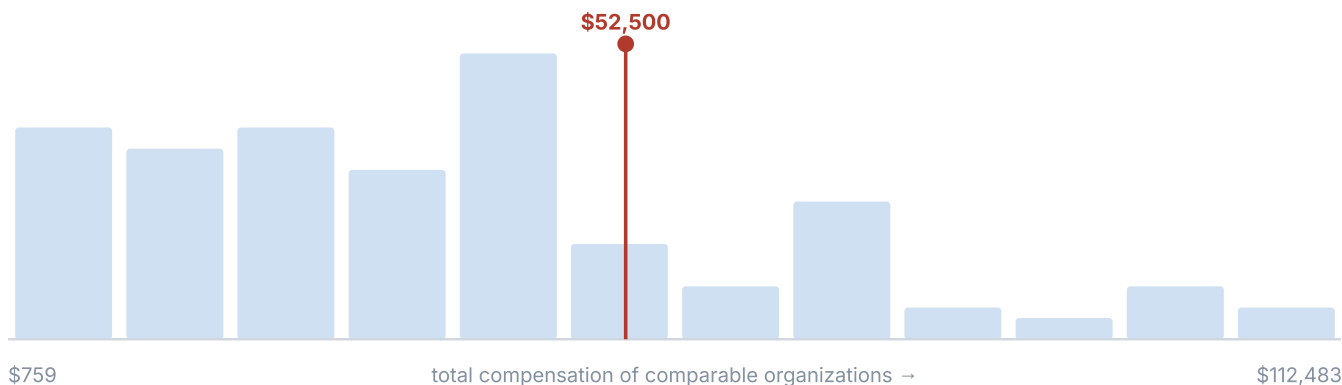
**Benchmarked executive:** Daniel L Nelson — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20).
BUDGET	Total revenue between \$150,599 and \$337,162 — 0.67x to 1.50x the subject's \$224,775 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

**141** organizations qualified on sector, size, and geography → **141** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,285	\$18,021	\$34,546	\$51,714	\$73,964	\$52,500
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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 FL 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="#">Lil Titans Daycare Corp</a>	IN	\$223,470	President	\$49,981	<b>\$56,107</b>	2023
<a href="#">Lords Kingdom Academy Inc</a>	FL	\$227,205	President	\$21,950	<b>\$21,320</b>	2024
<a href="#">Quartzsite Southern Christian Academy</a>	AZ	\$227,630	Treasurer	\$3,383	<b>\$3,277</b>	2025
<a href="#">Noggin Educational Foundation</a>	TX	\$221,391	President	\$50,000	<b>\$51,714</b>	2024
<a href="#">Every Kids A Genius Inc</a>	FL	\$228,660	President, Dir.	\$30,000	<b>\$30,000</b>	2023
<a href="#">Tift County Foundation</a>	GA	\$229,338	Executive Di	\$55,563	<b>\$56,275</b>	2025
<a href="#">Mesquite Christian Academy Inc</a>	NV	\$229,787	Principal	\$30,000	<b>\$31,092</b>	2024
<a href="#">Relay Childrens Center Inc</a>	MD	\$219,030	Program Director	\$43,960	<b>\$42,494</b>	2024
<a href="#">Dayspring Montessori School</a>	IL	\$231,503	President Secretary And Tre	\$110,105	<b>\$111,920</b>	2024
<a href="#">Affirm Leadership Christian Academy Inc</a>	IL	\$233,168	President	\$75,000	<b>\$78,488</b>	2023
<a href="#">Tergar Schools Inc</a>	VT	\$216,281	Executive Director	\$20,708	<b>\$21,551</b>	2024
<a href="#">Empowered</a>	SD	\$233,316	Executive Di	\$29,867	<b>\$34,081</b>	2024
<a href="#">Summit Christian School</a>	CO	\$216,159	Head Of School	\$110,000	<b>\$106,246</b>	2025
<a href="#">Potters Hand Christian School</a>	TX	\$233,592	Administrator	\$9,433	<b>\$10,044</b>	2023
<a href="#">Kids' World School Inc</a>	CA	\$215,455	President/pr	\$49,440	<b>\$45,444</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Laramie Christian Academy</a>	WY	\$234,512	Principal	\$18,819	<b>\$20,836</b>	2024
<a href="#">Ascend Micro School</a>	CO	\$235,564	Board Member	\$25,000	<b>\$24,786</b>	2024
<a href="#">Christian Education League Inc</a>	ME	\$213,726	President	\$3,819	<b>\$4,071</b>	2023
<a href="#">Path Educational Initiatives</a>	AZ	\$235,948	Director	\$72,000	<b>\$71,594</b>	2024
<a href="#">Asp2 Steam Academy Inc Nfp</a>	IL	\$236,055	Director	\$13,270	<b>\$13,488</b>	2024
<a href="#">Arete Enrichment Academy Inc</a>	GA	\$213,492	Officer - Executive Director	\$17,786	<b>\$18,491</b>	2024
<a href="#">Scholaris Academy Inc</a>	TX	\$212,934	President	\$19,878	<b>\$21,166</b>	2023
<a href="#">Akaula School</a>	HI	\$236,825	Staff Director/middle School Principal	\$70,000	<b>\$66,713</b>	2023
<a href="#">Montessori Farm School Inc</a>	NC	\$237,988	Head Of Scho	\$63,014	<b>\$67,320</b>	2024
<a href="#">Congregation B'nai Emet Preschool</a>	CA	\$238,683	Secretary	\$50,134	<b>\$44,761</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **141** organizations. Compensation range \$759–\$112,483; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$224,775); for reference, expenses \$234,105 and assets \$1,493.

ROLE MATCH	Daniel L Nelson, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	75 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	76 <sup>th</sup>
Reportable pay only (column D), adjusted	77 <sup>th</sup>
All sources (D + E + F), adjusted	73 <sup>rd</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 (Daniel L Nelson) 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 141 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,500 is reasonable (approximately the 75<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.