

Springeri Education And Vedic Academy

Executive Director / CEO

EIN 842752109

CA · NTEE X70

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Nagaraja, Executive Director / CEO** (\$22,968) against **every comparable organization** that fit the selection criteria — **1814** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Nagaraja — reported title "Bhat", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

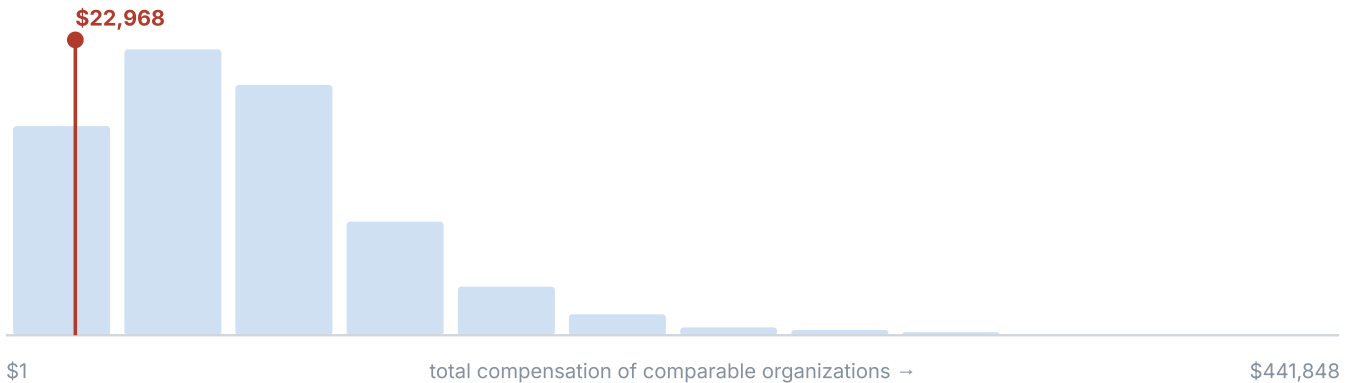
SECTOR Organizations sharing the subject's NTEE classification (X70).

BUDGET Total revenue between \$307,040 and \$687,405 — 0.67x to 1.50x the subject's \$458,270 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

1,814 organizations qualified on sector, size, and geography → **1,814** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,894	\$40,490	\$70,844	\$103,975	\$142,695	\$22,968
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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 CA 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
Church Assistance Ministry	CA	\$458,321	Vice President	\$18,000	\$18,000	2024
Daughters Of Isabella Inc	CT	\$458,159	Intl Regent	\$15,000	\$15,867	2025
Veritas International University	CA	\$458,131	President	\$34,800	\$34,800	2024
Theology Of The Body Evangelization Team	TX	\$458,493	President	\$71,831	\$83,212	2024
Iglrsia De Jesucristo Palabra Miel Detroit Inc	MI	\$458,499	Director	\$60,000	\$71,720	2024
Firebase Movement	MN	\$458,526	Director	\$82,848	\$94,804	2024
Kidz Blitz Ministries Inc	GA	\$457,902	Board Member	\$60,000	\$69,866	2024
Elon First Baptist Church Inc	NC	\$457,888	Sr Pastor	\$112,700	\$138,840	2023
Shepherds Heart Ministry	CO	\$458,660	President	\$112,829	\$128,993	2023
Young Disciple Ministries	WA	\$457,801	President	\$40,448	\$41,938	2024
Chinese Christian Church Of Germantown	MD	\$458,924	Englishminister	\$48,195	\$52,180	2024
Freedom Path Counseling Inc	GA	\$457,592	President	\$107,200	\$128,513	2023
Straight Street Revolution	GA	\$459,052	Executive Di	\$52,708	\$61,375	2024
St Martin De Porres Outreach	FL	\$459,206	Operations	\$20,750	\$22,574	2024
Faith And Life Inc	KS	\$459,272	Manager	\$35,817	\$44,811	2024
Reconciliation Ministries International Inc	TX	\$457,182	President	\$67,500	\$78,194	2024
Acme Christian Thrift Store & Food Pantry	MI	\$457,086	Director Of Operations	\$47,837	\$58,870	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fellowship Hi-crest Inc	KS	\$459,475	Lead Pastor	\$53,696	\$67,180	2024
Christian Missions Overseas Inc	CA	\$457,018	Secretary	\$54,000	\$54,000	2024
Mp Prajna Buddhist Mission Inc	CA	\$459,616	President	\$67,600	\$69,597	2023
Sri Harihara Peetham	TX	\$456,820	Temple Priest	\$26,000	\$30,119	2024
For Girls Like You Ministries	TN	\$456,707	President	\$24,000	\$29,215	2024
Joyful Land Preschool	CA	\$459,932	Officer	\$84,000	\$84,000	2024
C4 Ministries Inc	SC	\$459,986	President	\$33,000	\$39,869	2024
One Vision International Inc	TN	\$456,368	Executive Director	\$51,155	\$62,271	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	1814 organizations. Compensation range \$1–\$441,848; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$458,270); for reference, expenses \$338,544 and assets \$295,246.
ROLE MATCH	Nagaraja, reported title " <i>Bhat</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	59 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 55 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	13 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	12 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 (Nagaraja) 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 13, 2026, comparing compensation against 1814 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,968 is reasonable (approximately the 13th 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 13, 2026.