

Axiom Christian Classical School

Executive Director / CEO

EIN 863383247

NM · NTEE B20

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Vince Zunic, Executive Director / CEO** (\$25,000) against **every comparable organization** that fit the selection criteria — **278** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

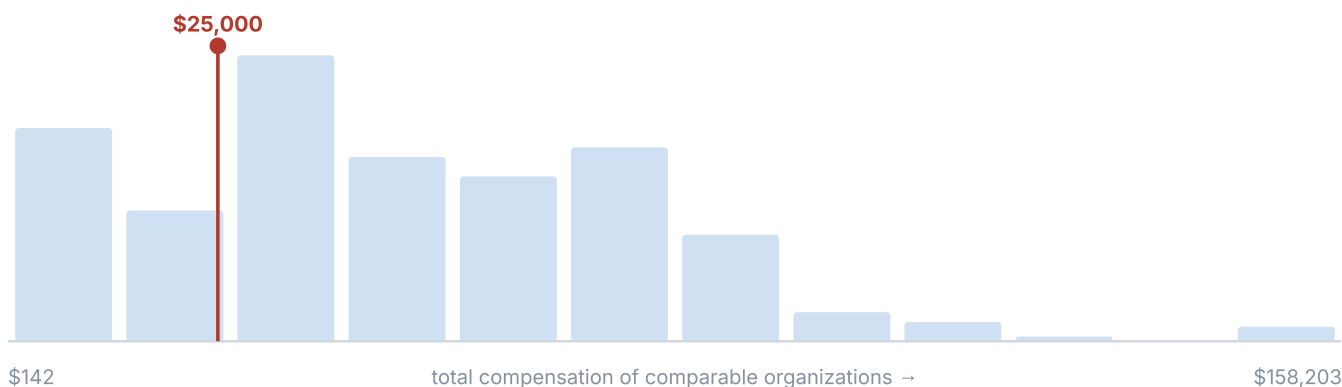
Benchmarked executive: Vince Zunic — reported title “President, Dean of Athletics & Activities”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20).
BUDGET	Total revenue between \$297,698 and \$666,489 — 0.67x to 1.50x the subject's \$444,326 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

278 organizations qualified on sector, size, and geography → **278** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,393	\$25,965	\$43,699	\$67,004	\$81,919	\$25,000
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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 NM 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
East Providence Education Association	RI	\$444,361	President	\$9,696	\$8,180	2025
Foothills Christian School	WA	\$444,133	Member	\$8,000	\$6,468	2024
Touchstones Discussion Project Inc	MD	\$444,972	Executive Di	\$95,306	\$82,843	2023
Excellence In Education	CA	\$445,380	Executive Dir.	\$81,999	\$63,943	2024
Spirit At Play Inc	MT	\$446,640	Executive Dir.	\$56,569	\$55,068	2024
Yucca Blossom Montessori	TX	\$448,028	President	\$31,154	\$28,975	2023
Gainesville Preparatory School Inc	GA	\$449,991	Vice Preside	\$41,913	\$39,182	2023
Springfield Christian School	WA	\$450,316	Chairman	\$44,467	\$35,953	2024
The Education Foundation Of Indian River	FL	\$438,310	Executive Director	\$81,462	\$71,151	2023
Chesterton Academy Of Rochester	NY	\$438,015	Board Member	\$39,183	\$31,975	2024
Cambridge School Volunteers Inc	MA	\$450,938	Executive Director	\$96,934	\$76,636	2025
Sheltering Tree Ranch Inc	TN	\$437,675	Vice-president	\$22,375	\$21,867	2023
Windsor Street Montessori School	MO	\$436,941	President	\$24,000	\$22,365	2025
Family Health Ministries Inc	NC	\$451,760	Former Executive Director	\$72,000	\$67,184	2024
Alexandria Classical Christian	VA	\$436,415	Headmaster	\$34,854	\$30,391	2024
Anthem Classical Academy	AR	\$453,466	Head Of School	\$33,588	\$35,102	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Banner Of Faith Ministries Inc	TX	\$453,467	President	\$24,000	\$21,680	2024
Pathway Academy	NM	\$434,930	Principal	\$69,008	\$69,008	2023
Morning Glory Montessori School	CA	\$434,705	President	\$187,650	\$146,331	2024
Cornerstone Christian Schools Inc	ID	\$454,132	President	\$34,708	\$33,343	2024
Foundation For Pottstown Education	PA	\$454,654	Executive Di	\$101,439	\$88,999	2025
Cornerstone Community School Association	KS	\$432,581	Director	\$33,327	\$31,676	2025
Star Christian School	CA	\$456,867	President	\$30,700	\$24,647	2023
Cor Deo Christian Academy	OR	\$431,689	Principal Director	\$93,037	\$78,025	2024
Cuyahoga Valley Christian Academy	OH	\$457,299	Admin Repres	\$11,127	\$10,957	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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	278 organizations. Compensation range \$142–\$158,203; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$444,326); for reference, expenses \$420,777 and assets \$57,554.
ROLE MATCH	Vince Zunic, reported title <i>"President, Dean of Athletics & Activities"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	8 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	24 th
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	22 nd

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 (Vince Zunic) 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 278 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,000 is reasonable (approximately the 24th 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.