

True North Academy Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Roxana M Dickerson, Executive Director / CEO** (\$17,261) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

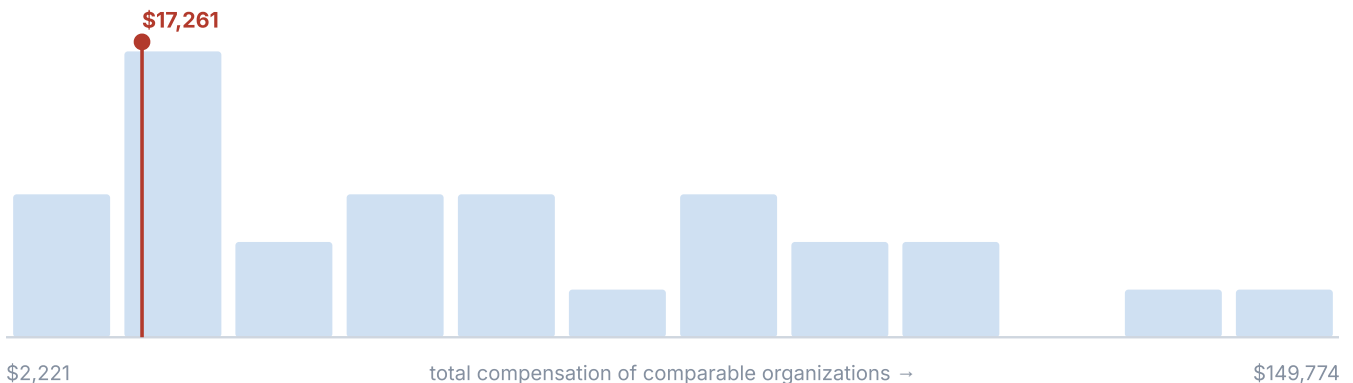
Benchmarked executive: Roxana M Dickerson — reported title “Academy Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (B90). |
| BUDGET | Total revenue between \$183,774 and \$411,435 — 0.67x to 1.50x the subject's \$274,290 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (B90) + FL + budget 0.67–1.5x revenue. |

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|-----------|-----------------|
| \$15,059 | \$21,949 | \$48,355 | \$81,982 | \$108,868 | \$17,261 |
|----------|----------|----------|----------|-----------|-----------------|



■ 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 |
|--|-------|-----------|----------------------|-----------------|------------------|------|
| Micar Christian University Corp | FL | \$279,543 | Director | \$20,000 | \$21,136 | 2023 |
| Lighthouse Christian Homeschool Academy Inc | FL | \$257,479 | President | \$7,802 | \$7,802 | 2025 |
| Keys Learning Center Inc | FL | \$254,113 | Executive Director | \$70,000 | \$73,974 | 2023 |
| Miami Beach Education Foundation Inc | FL | \$296,822 | Former President/ceo | \$2,164 | \$2,221 | 2024 |
| Housing Leadership Of Palm Beach County | FL | \$244,400 | President & Ceo | \$125,465 | \$128,785 | 2024 |
| Better Learning Inc | FL | \$314,284 | Executive Director | \$92,350 | \$94,793 | 2024 |
| National Voices For Equality Education And Enlightenment Inc | FL | \$222,277 | Executive Director | \$49,510 | \$52,321 | 2023 |
| Lighthouse Academies Inc | FL | \$218,951 | Ceo | \$145,913 | \$149,774 | 2024 |
| National Bible Bowl | FL | \$218,089 | Executive Director | \$21,538 | \$22,761 | 2023 |
| Miami Dade Urban Debate League | FL | \$217,220 | Program Directo | \$45,000 | \$46,191 | 2024 |
| Project Rock South Inc | FL | \$214,815 | Program Director | \$46,416 | \$47,644 | 2024 |
| American Porphyria Foundation | FL | \$335,190 | Executive Director | \$59,231 | \$60,798 | 2024 |
| Spectrum Education Inc | FL | \$212,961 | President | \$77,375 | \$79,422 | 2024 |
| Stem Xposure | FL | \$211,413 | President | \$23,000 | \$23,609 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|-----------|----------------------|-----------------|------------------|------|
| Doctors Of Academics Learning Academy | FL | \$208,034 | Ceo & President | \$30,186 | \$30,985 | 2024 |
| Gethsemane Ranch Inc | FL | \$204,030 | Secretary | \$20,244 | \$20,780 | 2024 |
| Grace Education & Business | FL | \$201,797 | Director | \$45,757 | \$48,355 | 2023 |
| Nat King Cole Generation Hope Inc | FL | \$347,809 | Executive Director | \$80,000 | \$84,542 | 2023 |
| Seminary For The Third Millennium | FL | \$200,165 | President | \$14,765 | \$15,603 | 2023 |
| International Gay & Lesbian Travel | FL | \$351,119 | President & | \$13,478 | \$14,243 | 2023 |
| Peace & Friendship Society Of Central Florida Inc | FL | \$192,244 | Director | \$72,773 | \$76,905 | 2023 |
| Collegiate Pathways Inc | FL | \$365,300 | Ceo | \$107,154 | \$109,989 | 2024 |
| Compass Outreach And Education Center Inc | FL | \$371,658 | President | \$18,267 | \$18,750 | 2024 |
| Edu Inc | FL | \$372,668 | President | \$90,000 | \$92,381 | 2024 |
| Watermark Homeschool Enrichment Inc | FL | \$382,427 | Director - President | \$35,000 | \$35,926 | 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 2025 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.

● Sample, role match & sensitivity

PEER COUNT 27 organizations. Compensation range \$2,221–\$149,774; filing years 2023–2025.

| | |
|-----------------|--|
| SIZE BASIS | Matched on total revenue (\$274,290); for reference, expenses \$244,891 and assets \$44,893. |
| ROLE MATCH | Roxana M Dickerson, reported title " <i>Academy Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role. |
| RELATED-ORG PAY | 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |

Sensitivity — the subject's percentile under alternative compensation definitions:

| BASIS | SUBJECT PERCENTILE |
|---|--------------------|
| Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default | 15 th |
| Total compensation (D + F), as reported (no adjustments) | 15 th |
| Reportable pay only (column D), adjusted | 15 th |
| All sources (D + E + F), adjusted | 4 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 (Roxana M Dickerson) 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 27 similarly situated organizations (Same NTEE sector (B90) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,261 is reasonable (approximately the 15th 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.