

# International School Of Djibouti

Executive Director / CEO

EIN **981455445**  
 MN · NTEE B20  
 FY ending 2025-07-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Abdikarim Hersi, Executive Director / CEO** (\$6,189) against **every comparable organization** that fit the selection criteria — **260** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 6<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

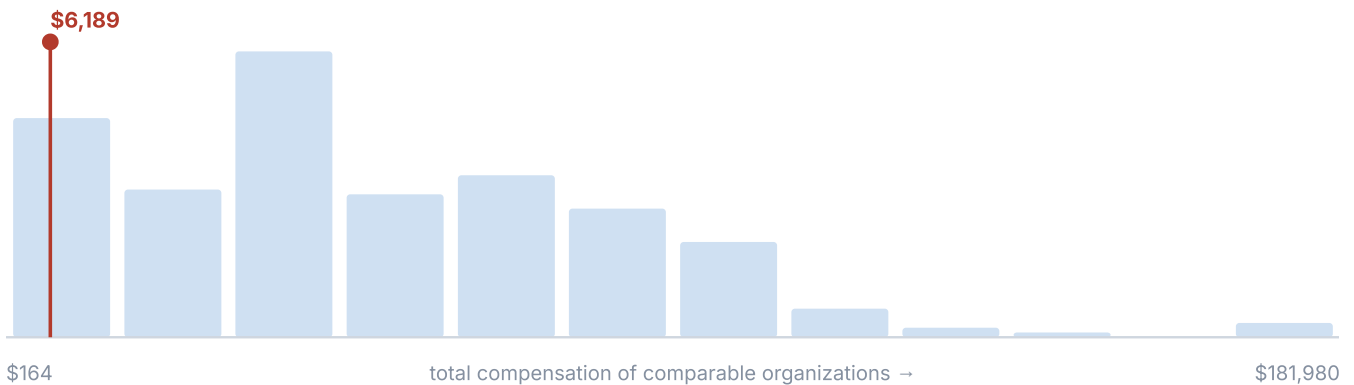
**Benchmarked executive:** Abdikarim Hersi — reported title “BOARD MEMBER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (B20).
- BUDGET** Total revenue between \$268,709 and \$601,588 — 0.67x to 1.50x the subject's \$401,059 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

**260** organizations qualified on sector, size, and geography → **260** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,252	\$25,685	\$44,267	\$72,074	\$93,927	\$6,189
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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 MN 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="#">Friends-montessori School</a>	NC	\$400,557	Director	\$59,229	<b>\$61,936</b>	2025
<a href="#">Cambridge Math Circle Inc</a>	MA	\$399,548	President, Executive Director	\$122,917	<b>\$114,741</b>	2024
<a href="#">Matthew House Az Inc</a>	AZ	\$402,796	Executive Director	\$27,750	<b>\$28,543</b>	2023
<a href="#">Coeur Academy</a>	MO	\$399,150	Director Of Education	\$83,598	<b>\$89,608</b>	2025
<a href="#">Tgs Foundation</a>	ME	\$403,900	Executive Director	\$21,600	<b>\$22,469</b>	2024
<a href="#">World Language Initiative Mt</a>	MT	\$397,765	Executive Dir.	\$70,000	<b>\$76,364</b>	2025
<a href="#">Chesterton Academy Of St James</a>	CA	\$397,328	Member	\$108,428	<b>\$100,134</b>	2023
<a href="#">Friends Of Forensics</a>	CA	\$405,788	Executive Director	\$5,000	<b>\$4,485</b>	2024
<a href="#">Arrow Preparatory Academy</a>	WA	\$396,196	Secretary	\$1,840	<b>\$1,761</b>	2023
<a href="#">The Kineo School</a>	WA	\$394,154	President & Teacher	\$56,250	<b>\$52,315</b>	2024
<a href="#">Maidee Smith Early Care &amp; Learning</a>	GA	\$409,707	Center Direc	\$29,299	<b>\$30,603</b>	2024
<a href="#">Lag Academy</a>	MS	\$391,574	Director	\$45,923	<b>\$53,131</b>	2024
<a href="#">Italian School Nj Inc</a>	NJ	\$410,774	President	\$50,700	<b>\$45,812</b>	2025
<a href="#">Highland Free Charter School</a>	AZ	\$411,854	President & Ceo	\$67,542	<b>\$65,738</b>	2025
<a href="#">Team Steam Nation Inc</a>	AZ	\$390,250	Chief Executive	\$63,000	<b>\$62,940</b>	2024
<a href="#">The Cross Christian Academy Inc</a>	DE	\$412,624	President	\$28,800	<b>\$29,294</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Metropolitan Detroit Bureau Of School Studiesinc</a>	MI	\$414,021	Executive Director	\$138,900	<b>\$145,093</b>	2025
<a href="#">Ivy League Christian Academy</a>	VA	\$387,935	Chairman	\$40,600	<b>\$41,925</b>	2023
<a href="#">Livingston Huaxia Chinese School</a>	NJ	\$387,855	Principal	\$9,737	<b>\$9,298</b>	2023
<a href="#">Dominion Equippers Inc</a>	TX	\$386,263	Pres	\$8,500	<b>\$8,833</b>	2024
<a href="#">Destiny Christian Academy</a>	TX	\$416,116	Principal	\$36,000	<b>\$37,409</b>	2024
<a href="#">Communities In Schools Of</a>	NC	\$416,635	President And Ceo	\$10,990	<b>\$11,796</b>	2024
<a href="#">Huaxia Chinese School At Great Valley</a>	PA	\$384,668	Principal	\$5,000	<b>\$5,333</b>	2023
<a href="#">World Builders Academy</a>	MO	\$417,807	President	\$14,583	<b>\$16,519</b>	2023
<a href="#">Shalom Christian Academy And Daycare</a>	MO	\$384,306	Secretary	\$111,363	<b>\$122,527</b>	2024

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

## ● Sample, role match & sensitivity

PEER COUNT	<b>260</b> organizations. Compensation range \$164–\$181,980; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$401,059); for reference, expenses \$471,657 and assets \$126,688.
ROLE MATCH	Abdikarim Hersi, reported title <i>"BOARD MEMBER"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	6 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	6 <sup>th</sup>
Reportable pay only (column D), adjusted	8 <sup>th</sup>
All sources (D + E + F), adjusted	6 <sup>th</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 (Abdikarim Hersi) 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 260 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,189 is reasonable (approximately the 6<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.