

Challenger Learning Center Of

Executive Director / CEO

EIN 204596844

NY · NTEE B99

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Michael Schian, Executive Director / CEO** (\$25,090) against **every comparable organization** that fit the selection criteria — **164** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

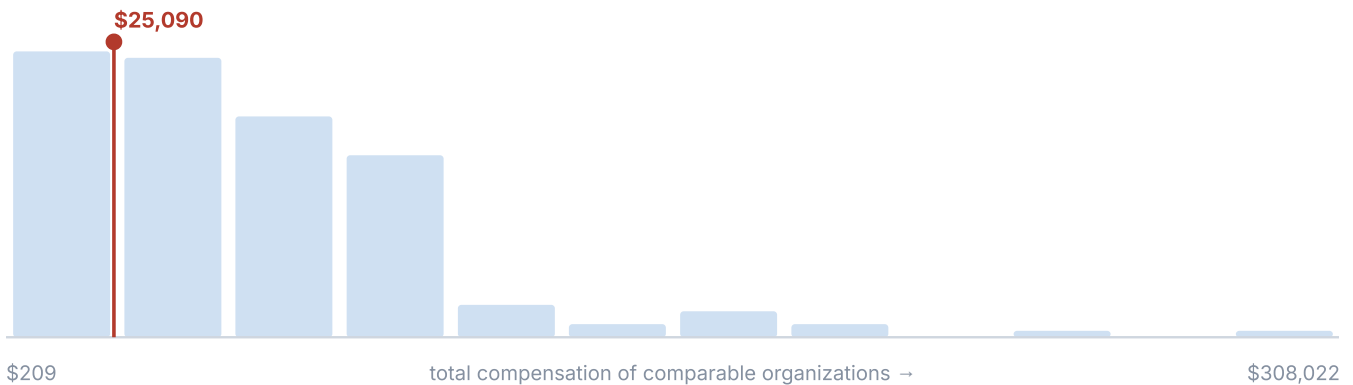
Benchmarked executive: Michael Schian — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$104,424 and \$233,787 — 0.67x to 1.50x the subject's \$155,858 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

164 organizations qualified on sector, size, and geography → **164** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,463	\$24,230	\$48,337	\$78,381	\$99,796	\$25,090
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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 NY 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
Microfinance Opportunities	MA	\$156,708	Executive Director	\$1,000	\$1,024	2023
The Gardens Edge Inc	NM	\$154,271	Executive Dir.	\$14,400	\$17,646	2023
Satvatove Institute Inc	FL	\$158,205	Executive Di	\$83,160	\$89,008	2023
Creative Adventurainc	MD	\$158,252	Creative Director	\$70,000	\$72,423	2024
The Nourishment Projects Nfp	IL	\$158,876	President	\$90,000	\$100,809	2023
Hawaii Restaurant Association Educational Foundation	HI	\$150,849	Executive Director	\$25,885	\$25,647	2024
Military Intelligence Corps Association Inc	AZ	\$150,680	Director Of Finance	\$34,131	\$37,398	2023
School For Esoteric Studies Inc	NC	\$150,630	Executive Director	\$30,090	\$34,407	2024
Epoch Public Media Seattle	WA	\$164,046	President	\$4,779	\$4,735	2024
Developing Radio Partners Inc	DC	\$147,429	President & Ceo	\$70,000	\$69,987	2023
Arts Align All Inc	WI	\$164,616	President	\$40,838	\$47,198	2024
Pacific Rim Education Foundation Inc	HI	\$146,806	Director And Secretary	\$39,463	\$39,100	2024
The Spark Inc	KS	\$164,994	Executive Director	\$64,231	\$79,060	2023
Delaware Careplan Inc	DE	\$166,166	Executive Director	\$15,149	\$16,415	2024
Beavercreek Freedom Academy	OH	\$144,948	Board Member	\$15,786	\$18,503	2024
Sc Ag-in-the-classroom Fund	SC	\$167,533	President	\$72,480	\$83,679	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fem Empowerment Movement	CA	\$168,811	Secretary	\$104,168	\$99,542	2024
Fiberglass Reinforced Plastics	MA	\$141,886	Executive Director & Presi	\$65,000	\$66,549	2023
Cliquepoint Data Foundation	OH	\$141,860	Executive Director	\$36,750	\$43,075	2024
Lohan School Of Shaolin	NV	\$169,986	Corporate Officer	\$41,875	\$47,823	2023
Solvang School Education Foundation	CA	\$170,182	President & Ceo	\$18,000	\$16,757	2025
Education In Dance And	NJ	\$170,931	Vice President	\$191,743	\$189,454	2024
Marriage And Relationship Education Center Inc	MD	\$171,221	Executive Director	\$47,508	\$50,604	2023
Century Association Archives Foundation	NY	\$140,365	Executive Director	\$89,395	\$89,395	2024
Research Support Fund	MA	\$171,417	Board President	\$37,776	\$37,567	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	164 organizations. Compensation range \$209–\$308,022; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$155,858); for reference, expenses \$162,820 and assets \$62,355.
ROLE MATCH	Michael Schian, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 7 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	26 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	23 rd

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 (Michael Schian) 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 10, 2026, comparing compensation against 164 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,090 is reasonable (approximately the 26th 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 10, 2026.