

St Louis Modern Chinese School

Executive Director / CEO

EIN 431826900

MO · NTEE B20

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Minghui Zhang, Executive Director / CEO** (\$756) against **every comparable organization** that fit the selection criteria — **259** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

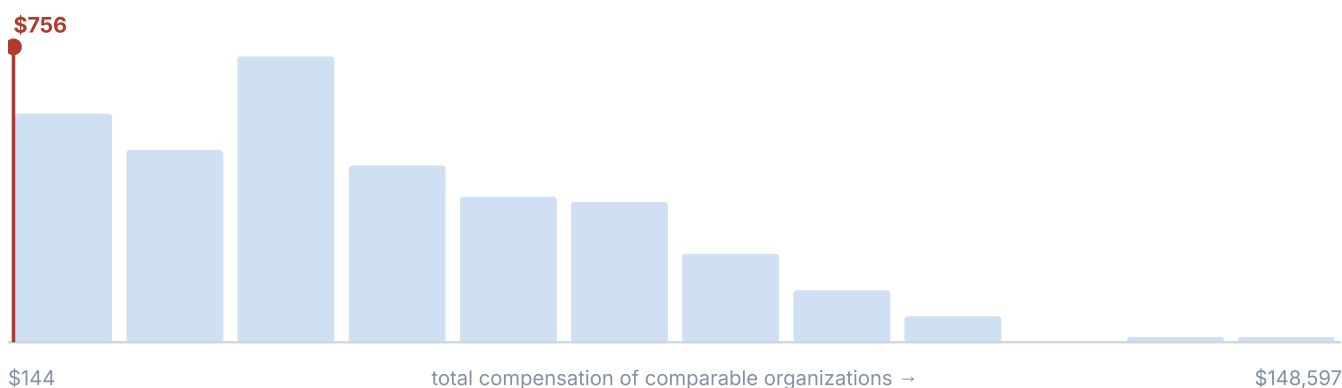
Benchmarked executive: Minghui Zhang — reported title “CHAIRMAN”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20).
BUDGET	Total revenue between \$226,163 and \$506,335 — 0.67x to 1.50x the subject's \$337,557 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

259 organizations qualified on sector, size, and geography → **259** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,126	\$19,949	\$36,182	\$60,029	\$81,833	\$756
---------	----------	----------	----------	----------	--------------



● 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 MO 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
Austin Christian Vocational Academy Inc	FL	\$337,515	Officer	\$50,000	\$44,348	2023
St John Paul II Independent School Inc	KS	\$338,029	Principal	\$60,000	\$61,200	2023
Offense Ministries Inc	IL	\$338,137	Headmaster/s	\$40,721	\$36,714	2024
Cager Athletic Association	CA	\$338,390	Ceo	\$39,150	\$31,002	2024
The Lab School Of Memphis Inc	TN	\$336,399	Executive Director	\$12,017	\$11,584	2024
Lifeprep Projects Inc	NC	\$339,374	Exec Directo	\$7,663	\$7,261	2024
Crescent Academy	CA	\$335,567	President & Ceo	\$107,000	\$87,234	2023
Los Alamos Public Schools Foundation	NM	\$339,687	Executive Dir.	\$56,164	\$57,034	2023
Geneva Childrens Center	CA	\$340,806	Director	\$63,440	\$51,721	2023
Ka Hale O Na Keiki Inc	HI	\$333,803	Executive Di	\$100,496	\$84,950	2023
Cascades Montessori Middle School	WA	\$341,347	Secretary Teacher Admin	\$67,256	\$53,798	2025
Global Conservation Leaders Inc	CA	\$341,786	Ceo	\$4,679	\$3,705	2024
Wellspring Cultural&educational Foundation Inc	CT	\$341,900	Execuitve Director	\$88,800	\$78,610	2023
Aukela Unique & Distinguished Scholars Inc	FL	\$332,373	Rodriguez	\$27,739	\$23,282	2025
Stanza Education Corporation	CA	\$332,157	Ceo	\$1,800	\$1,425	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
La Salle Community Center	CA	\$331,750	Ceo	\$16,200	\$12,828	2024
Chapin Academy	SC	\$331,736	Administrator	\$34,648	\$34,128	2023
Parker Jordan Christian Academy	NY	\$330,984	Executive Director	\$55,000	\$44,403	2025
Engaging Young Minds Academy Inc	FL	\$345,013	President	\$45,138	\$40,035	2023
Nci Community Fund Inc	TX	\$329,491	President	\$16,924	\$15,984	2023
Royal Legacy Christian Academy	IA	\$346,133	Executive Di	\$18,359	\$18,979	2023
Grande Ronde Academy	OR	\$328,874	Principal	\$32,218	\$27,438	2024
Grace Collaborative Incorporated	NY	\$328,833	President And Ceo	\$2,900	\$2,341	2025
Providence Christian School	WA	\$348,332	Board	\$4,564	\$3,858	2023
Interlocking Ministries Inc	NC	\$348,910	Executive Di	\$87,078	\$82,513	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 259 organizations. Compensation range \$144–\$148,597; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$337,557); for reference, expenses \$343,735 and assets \$2,065,673.

ROLE MATCH Minghui Zhang, reported title "*CHAIRMAN*", 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	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	3 rd
All sources (D + E + F), adjusted	0 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 (Minghui Zhang) 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 259 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$756 is reasonable (approximately the 0th 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.