

# Mighty Oaks Enrichment Center

Executive Director / CEO

EIN 451542660  
 KS · NTEE B24  
 FY ending 2024-12-31  
 June 13, 2026

This analysis benchmarks the total compensation of **June Duehring, Executive Director / CEO** (\$25,000) against **every comparable organization** that fit the selection criteria — **130** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

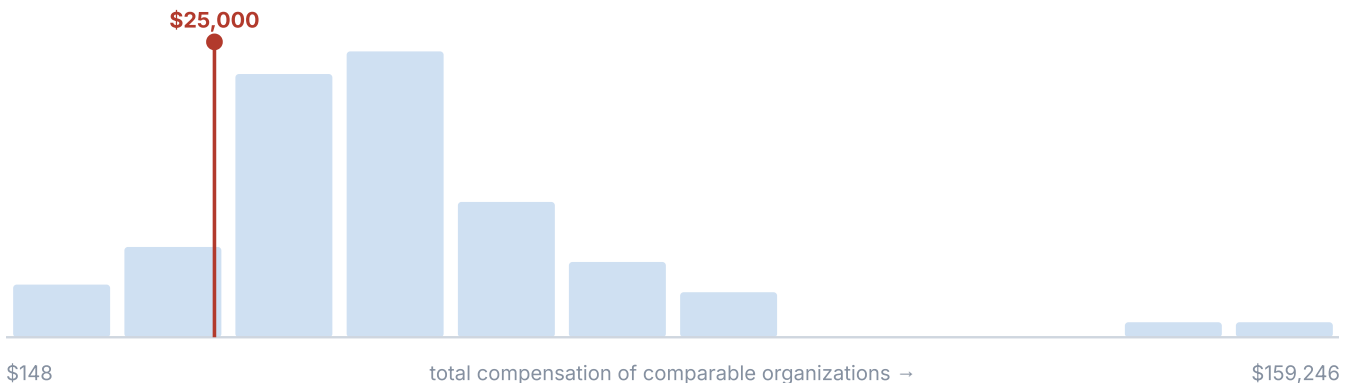
**Benchmarked executive:** June Duehring — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B24).
BUDGET	Total revenue between \$304,701 and \$682,168 — 0.67x to 1.50x the subject's \$454,779 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B24), nationwide + budget 0.67–1.5x revenue.

**130** organizations qualified on sector, size, and geography → **130** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,109	\$32,032	\$43,505	\$55,281	\$73,461	\$25,000
----------	----------	----------	----------	----------	----------



## ● 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 KS 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="#">Fhl Academy Inc</a>	MN	\$457,508	President	\$32,048	<b>\$29,312</b>	2024
<a href="#">The Masters Study Inc</a>	IN	\$457,523	Director	\$1,600	<b>\$1,562</b>	2024
<a href="#">Wild Fern Montessori School</a>	VA	\$459,360	Head Of School	\$48,499	<b>\$43,346</b>	2024
<a href="#">The Open School</a>	CA	\$459,653	Chairman	\$47,321	<b>\$38,941</b>	2023
<a href="#">Carter Christian Academy Inc</a>	KY	\$459,674	Teacher	\$33,417	<b>\$32,376</b>	2025
<a href="#">Realms Of Inquiry</a>	UT	\$448,232	Executive Di	\$54,021	<b>\$51,178</b>	2024
<a href="#">Weaver Child Development Center</a>	OH	\$464,055	Exec Director/vice President	\$72,921	<b>\$69,648</b>	2025
<a href="#">Living Word Christian Academy</a>	TX	\$464,702	Waco, Tx	\$38,588	<b>\$35,730</b>	2024
<a href="#">Heartland Christian Academy Inc</a>	MN	\$467,140	Director Of Operations	\$44,752	<b>\$40,932</b>	2024
<a href="#">Richmond Primary School</a>	VA	\$467,254	Founder/executive Director	\$65,976	<b>\$60,708</b>	2023
<a href="#">Wild Oak Independent School</a>	NC	\$470,269	Vp	\$45,000	<b>\$41,930</b>	2025
<a href="#">Dalton Learning Academy Inc</a>	FL	\$439,244	President	\$80,250	<b>\$69,783</b>	2024
<a href="#">Azalea City Montessori Cooperative</a>	AL	\$439,120	Head Of School	\$30,000	<b>\$30,886</b>	2023
<a href="#">Masjidullahs New Medina Learning Institute</a>	PA	\$471,177	Secretary	\$8,085	<b>\$7,684</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Atx Kids Club</a>	TX	\$438,372	Executive Dir.	\$87,717	<b>\$81,219</b>	2024
<a href="#">Violeta Montessori School Inc</a>	MA	\$471,218	Head Of School	\$39,793	<b>\$34,077</b>	2023
<a href="#">Evergreen Garden School</a>	WA	\$437,214	Director	\$55,725	<b>\$47,545</b>	2023
<a href="#">Binyan Yisroel Inc</a>	MD	\$437,133	Executive Dir.	\$52,699	<b>\$46,952</b>	2023
<a href="#">Brighton Academy</a>	OR	\$435,945	Chairman/pre	\$38,900	<b>\$33,438</b>	2024
<a href="#">Cornerstone Christian Academy</a>	NJ	\$435,583	Director	\$37,392	<b>\$30,902</b>	2024
<a href="#">The Academy For Children Inc</a>	NJ	\$434,561	President	\$100,008	<b>\$82,651</b>	2024
<a href="#">All Saints Elementary Of Tipperary Hill</a>	NY	\$475,487	Principal	\$54,474	<b>\$45,564</b>	2024
<a href="#">The New School Of Syracuse</a>	NY	\$432,680	Director	\$51,500	<b>\$41,966</b>	2025
<a href="#">Gainesville Georgia Homeschool</a>	GA	\$432,378	Frmr Mbr; Cr	\$1,800	<b>\$1,675</b>	2024
<a href="#">Phoenix Academic Center Inc</a>	OK	\$432,153	Head Administrator	\$65,660	<b>\$66,924</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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 **130** organizations. Compensation range \$148–\$159,246; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$454,779); for reference, expenses \$452,724 and assets \$249,710.
ROLE MATCH	June Duehring, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	12 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	12 <sup>th</sup>
Reportable pay only (column D), adjusted	15 <sup>th</sup>
All sources (D + E + F), adjusted	12 <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 (June Duehring) 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 13, 2026, comparing compensation against 130 similarly situated organizations (Same NTEE sector (B24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,000 is reasonable (approximately the 12<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 13, 2026.