

Ethos Education Group

Executive Director / CEO

EIN 464897207

TX · NTEE B90

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Micheal Davis, Executive Director / CEO** (\$10,400) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Micheal Davis — 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 (B90).

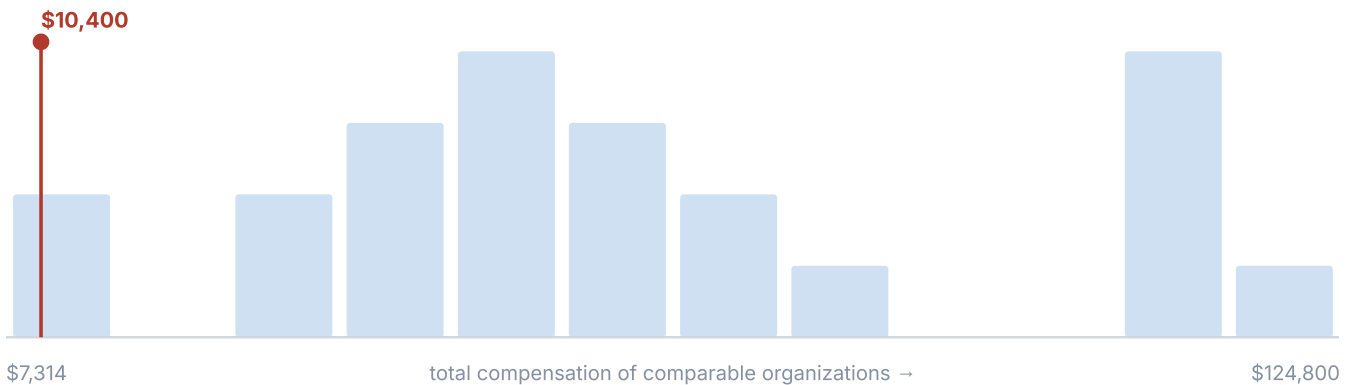
BUDGET Total revenue between \$176,579 and \$395,328 — 0.67x to 1.50x the subject's \$263,552 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B90) + TX + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography

→ **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,909

\$44,195

\$54,792

\$80,007

\$109,996

\$10,400



■ 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 TX 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
Pastors For Texas Children	TX	\$263,846	Executive Director	\$110,000	\$110,000	2023
Schelastic Academy	TX	\$257,477	Founder And Director	\$31,250	\$29,571	2025
Completing The Task Inc	TX	\$257,257	President	\$45,000	\$43,709	2024
Fort Worth Sparc	TX	\$256,536	Executive Director	\$58,500	\$56,822	2024
Wings For Learning	TX	\$240,694	Executive Di	\$54,000	\$52,451	2024
Alamo Area Christian Educators Inc	TX	\$235,116	President/di	\$49,950	\$48,517	2024
Tyler Junior Golf Foundation	TX	\$232,209	Executive Dir.	\$60,600	\$58,861	2024
Acton Academy Amarillo	TX	\$223,681	Board Member	\$7,530	\$7,314	2024
Cine Las Americas	TX	\$223,628	Executive Director	\$52,126	\$50,631	2024
Learning Environments Action Research	TX	\$219,583	Executive Director (Thru 10/31/24)	\$54,319	\$52,761	2024
People Prosper International Inc	TX	\$310,694	President	\$112,926	\$112,926	2023
School Discovery Network	TX	\$318,228	Executive Dir.	\$69,263	\$67,276	2024
Merivis Foundation Inc	TX	\$206,797	Executive Di	\$124,800	\$124,800	2023
Changing Expectations Corp	TX	\$201,110	Founder And Ceo	\$113,206	\$109,958	2024
Lindale Isd Education Foundation Inc	TX	\$197,971	Executive Dir.	\$33,920	\$32,947	2024
Braination Foundation	TX	\$195,476	Board Member	\$15,120	\$14,686	2024
Chester Street Foundation	TX	\$193,987	Ceo, Chair	\$65,158	\$63,289	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
La Porte Education Foundation	TX	\$334,660	Executive Director	\$112,339	\$106,303	2025
Wonderworks	TX	\$344,059	Executive Director	\$47,000	\$45,652	2024
Fredericksburg Education Initiative Inc	TX	\$349,439	Executive Director	\$89,034	\$84,250	2025
Brighter Rays Of Hope	TX	\$363,507	President	\$69,084	\$67,102	2024
True North Parent Partnership	TX	\$392,816	Executive Director	\$37,470	\$37,470	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	22 organizations. Compensation range \$7,314–\$124,800; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$263,552); for reference, expenses \$198,414 and assets \$91,066.
ROLE MATCH	Micheal Davis, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	5 th
Total compensation (D + F), as reported (no adjustments)	5 th

BASIS

SUBJECT PERCENTILE

Reportable pay only (column D), adjusted

9th

All sources (D + E + F), adjusted

5th

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 (Micheal Davis) 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 22 similarly situated organizations (Same NTEE sector (B90) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,400 is reasonable (approximately the 5th 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.