

Mesa Christian Academy Inc

Executive Director / CEO

EIN 473717009

AZ · NTEE B20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cheryl Mexin, Executive Director / CEO** (\$23,500) against **every comparable organization** that fit the selection criteria — **167** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

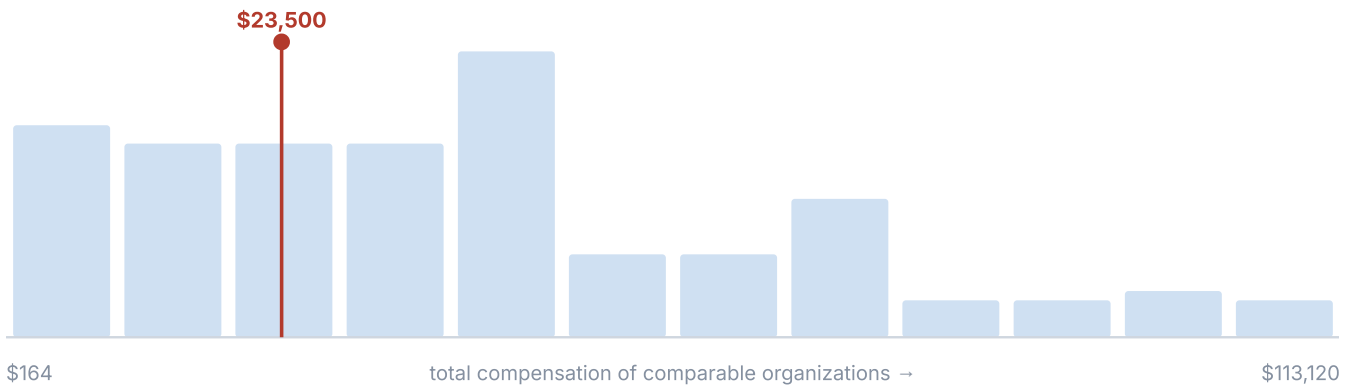
Benchmarked executive: Cheryl Mexin — reported title "President / CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20).
BUDGET	Total revenue between \$161,026 and \$360,507 — 0.67x to 1.50x the subject's \$240,338 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

167 organizations qualified on sector, size, and geography → **167** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,328	\$17,615	\$36,758	\$56,509	\$75,221	\$23,500
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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 AZ 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
Christian Cottage Prep	TX	\$239,363	Head Of School	\$42,600	\$44,309	2024
Berean Christian Academy Inc	ID	\$241,320	President	\$52,800	\$56,898	2025
Logos Classical Academy	LA	\$241,518	President	\$60,585	\$67,579	2025
Roman Avery Academy	OH	\$241,765	Secretary	\$36,250	\$38,894	2025
Northvale Preschool	NJ	\$238,745	Pre-k3 Teach	\$34,601	\$32,123	2024
Congregation B'nai Emet Preschool	CA	\$238,683	Secretary	\$50,134	\$45,014	2024
Highland Montessori School	TX	\$242,439	Executive Director And Property Owner	\$76,879	\$77,902	2025
Montessori Farm School Inc	NC	\$237,988	Head Of Scho	\$63,014	\$67,702	2024
Akaula School	HI	\$236,825	Staff Director/middle School Principal	\$70,000	\$67,091	2023
Asp2 Steam Academy Inc Nfp	IL	\$236,055	Director	\$13,270	\$13,565	2024
Path Educational Initiatives	AZ	\$235,948	Director	\$72,000	\$72,000	2024
Columbus Classical Christian School	OH	\$244,916	Board Member & Teacher	\$12,053	\$13,274	2024
Ascend Micro School	CO	\$235,564	Board Member	\$25,000	\$24,926	2024
Ashland Schools Foundation	OR	\$246,090	Executive Director	\$77,231	\$74,575	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Laramie Christian Academy	WY	\$234,512	Principal	\$18,819	\$20,954	2024
Potters Hand Christian School	TX	\$233,592	Administrator	\$9,433	\$10,102	2023
Empowered	SD	\$233,316	Executive Di	\$29,867	\$34,274	2024
Affirm Leadership Christian Academy Inc	IL	\$233,168	President	\$75,000	\$78,933	2023
Little Rock Electrical Joint	AR	\$248,295	Admin Assist	\$39,000	\$45,583	2024
Dayspring Montessori School	IL	\$231,503	President Secretary And Tre	\$110,105	\$112,554	2024
Ignite Hybrid School Inc	KS	\$249,884	Chairman	\$43,667	\$49,053	2024
Padre Pio Learning Center	VA	\$250,261	Executive Director	\$25,432	\$25,533	2024
Mesquite Christian Academy Inc	NV	\$229,787	Principal	\$30,000	\$31,268	2024
Jacqueline B Vaughn Graduate School For	IL	\$250,942	Director; Instructor	\$41,500	\$42,423	2024
Rising Stars Academy Inc	FL	\$250,957	President	\$2,139	\$2,151	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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 **167** organizations. Compensation range \$164–\$113,120; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$240,338); for reference, expenses \$221,364 and assets \$32,717.
ROLE MATCH	Cheryl Mexin, reported title " <i>President / CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers 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	33 rd
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	31 st

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 (Cheryl Mexin) 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 167 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,500 is reasonable (approximately the 33rd 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.