

Mid Cities Christian Academy

Executive Director / CEO

EIN 611926382

TX · NTEE B24

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Renee Delorge, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **106** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

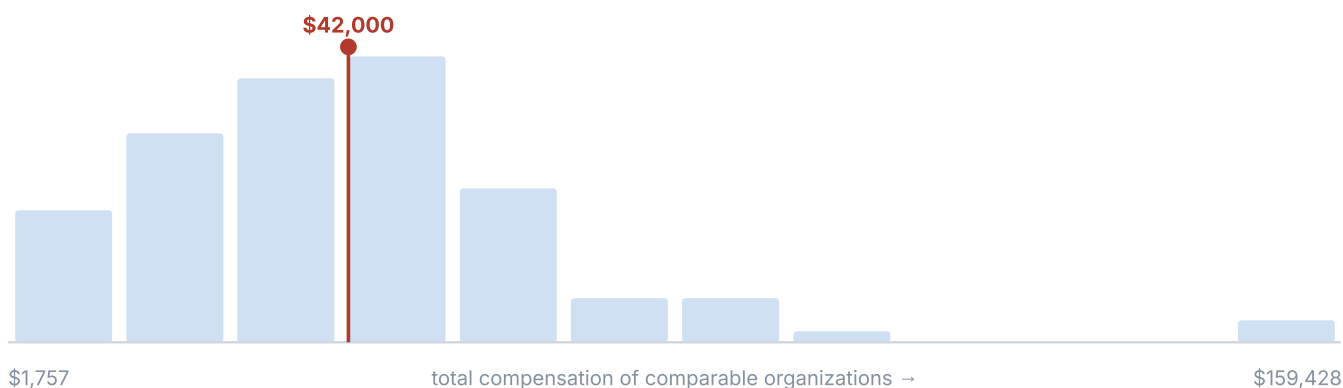
Benchmarked executive: Renee Delorge — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B24).
BUDGET	Total revenue between \$197,403 and \$441,948 — 0.67x to 1.50x the subject's \$294,632 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B24), nationwide + budget 0.67–1.5x revenue.

106 organizations qualified on sector, size, and geography → **106** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,613	\$24,365	\$40,218	\$53,415	\$68,269	\$42,000
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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 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
Cape Cod Christian Academy Inc	MA	\$297,994	Executive Di	\$47,400	\$41,359	2024
Magnolia Montessori	KY	\$290,390	President	\$26,308	\$27,445	2024
The Learning Well	WA	\$300,447	Director Of Education	\$31,717	\$28,388	2023
Copeland Run Academy	PA	\$288,066	Director	\$41,538	\$40,222	2024
St Sophia Classical Academy Foundation	OK	\$302,320	President	\$4,553	\$4,742	2025
Quality Education Institute Of Durham Inc Q E I D	NC	\$302,989	Principal	\$36,000	\$36,119	2024
Brite Bringing Relief International	FL	\$285,994	Trustee	\$16,154	\$14,736	2024
Kingston Montessori Academy	TX	\$303,350	President	\$35,000	\$35,000	2023
Trinity Classical Academy	MS	\$307,601	Head Of School	\$8,167	\$9,093	2023
Bloom Community School Inc	IL	\$280,544	Board Member	\$62,738	\$59,891	2024
Birch School Inc	NY	\$311,558	Executive Di	\$62,250	\$54,620	2024
Capitol Hill Academy	UT	\$276,029	Officer	\$39,000	\$39,903	2023
Rochester Classical Academy	NY	\$313,821	Head Of School	\$50,000	\$45,167	2023
Gardenview Montessori School	WA	\$314,374	Director	\$54,819	\$47,657	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Eddlemon Child Development Center	SC	\$274,329	Cdc Director	\$40,755	\$42,504	2023
Big Leaf Montessori	WA	\$314,984	Head Of Scho	\$35,395	\$31,680	2023
Reach Academy Inc	FL	\$317,631	Director	\$55,814	\$49,600	2025
Mandarin Academy	CA	\$269,316	Vice President And Lead Teacher	\$113,420	\$95,099	2024
Mercy Prepratory Academy	TX	\$319,962	Founder	\$20,833	\$20,833	2023
Cabot Christian School	AR	\$268,929	President	\$2,250	\$2,455	2024
Aurora School	VT	\$322,056	President	\$38,136	\$36,311	2025
Great River Montessori Inc	WI	\$322,872	Secretary Co-founder	\$55,328	\$57,765	2023
Maranatha Academy Inc	WI	\$323,010	Administratortrustee	\$32,011	\$32,462	2024
L Ecole De Denver	CO	\$264,923	Executive Director	\$43,940	\$42,120	2023
Down To Earth Nonprofit	OR	\$326,089	Executive Director	\$48,583	\$43,809	2024

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 106 organizations. Compensation range \$1,757–\$159,428; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$294,632); for reference, expenses \$315,914 and assets \$76,978.

ROLE MATCH Renee Delorge, reported title "*Director*", 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	1 peer 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	53 rd
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	53 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 (Renee Delorge) 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 106 similarly situated organizations (Same NTEE sector (B24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 53rd 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.