

# Michigan Council Of Charter School

Executive Director / CEO

EIN 810619374

MI · NTEE S41

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Cindy Schumacher, Executive Director / CEO** (\$74,400) against **every comparable organization** that fit the selection criteria — **507** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58<sup>th</sup>** percentile of comparable organizations within the typical range

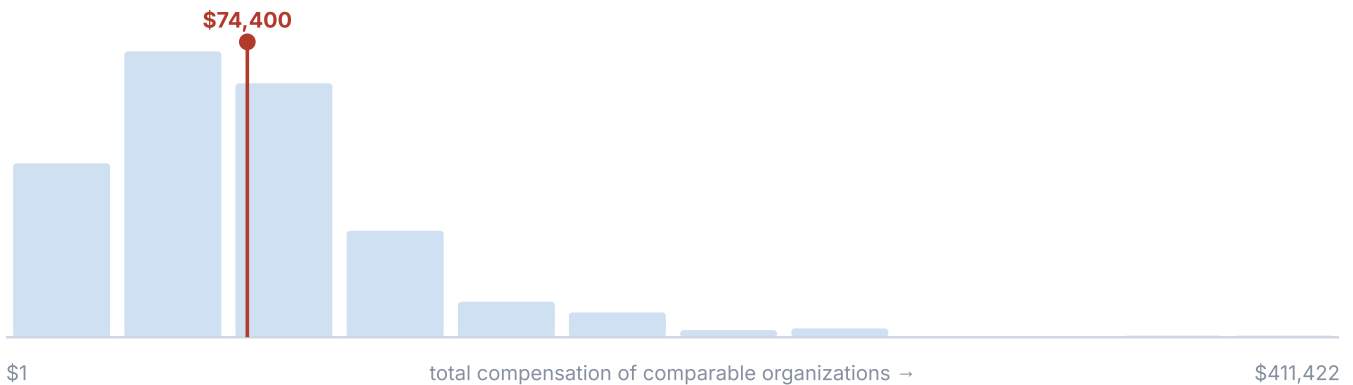
**Benchmarked executive:** Cindy Schumacher — reported title “EXECUTIVE SE”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$172,040 and \$385,165 — 0.67x to 1.50x the subject's \$256,777 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

**507** organizations qualified on sector, size, and geography → **507** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,618	\$41,284	\$67,711	\$96,733	\$131,091	\$74,400
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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 MI 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="#">Indiana Professional Dairy</a>	IN	\$256,636	Executive Di	\$99,040	<b>\$101,188</b>	2024
<a href="#">DeKalb County Convention &amp; Visitors</a>	IL	\$256,490	Executive Di	\$76,731	<b>\$71,201</b>	2025
<a href="#">Greater Springfield Area Sports</a>	MO	\$257,392	Executive Di	\$44,087	<b>\$46,576</b>	2023
<a href="#">Professional Trailbuilders Association</a>	CO	\$255,996	Executive Director	\$60,062	<b>\$55,797</b>	2024
<a href="#">Sandplay Therapists Of America</a>	CA	\$255,631	Journal Editor	\$14,000	<b>\$11,712</b>	2024
<a href="#">Laurentian Chamber Of Commerce Inc</a>	MN	\$258,002	President	\$91,914	<b>\$87,991</b>	2024
<a href="#">Northwest Automotive Trades</a>	OR	\$255,423	Executive Director	\$78,332	<b>\$72,558</b>	2023
<a href="#">Childcare Association Of Louisiana</a>	LA	\$258,172	Executive Director	\$138,259	<b>\$147,497</b>	2024
<a href="#">Novato Downtown Old Town Business</a>	CA	\$258,312	Executive Dir.	\$78,624	<b>\$65,776</b>	2024
<a href="#">Flagstaff Downtown Business Alliance</a>	AZ	\$254,845	Prior Executive Director	\$104,969	<b>\$97,805</b>	2024
<a href="#">Ireland Network Chicago Nfp</a>	IL	\$258,877	Executive Director	\$26,006	<b>\$24,770</b>	2024
<a href="#">Int'l Conf Of Symphony And Opera Musicians</a>	VA	\$259,149	Chairperson	\$7,363	<b>\$6,710</b>	2025
<a href="#">The Housing Association Of Mississippi</a>	MS	\$254,370	Executive Director	\$23,300	<b>\$25,142</b>	2024
<a href="#">Chamber Of Commerce Of Greater Vineland</a>	NJ	\$259,737	Executive Director	\$96,903	<b>\$81,662</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">China Enterprise Council</a>	CA	\$253,683	Director	\$39,000	<b>\$33,591</b>	2023
<a href="#">Agencies For Children's Therapy Services</a>	NY	\$253,650	Executive Director	\$56,000	<b>\$50,474</b>	2023
<a href="#">Aspen Sister Cities Program Inc</a>	CO	\$253,571	President	\$800	<b>\$743</b>	2024
<a href="#">Kansas Association Of Medicaid</a>	KS	\$260,000	Executive Director (Thru 1/23)	\$5,833	<b>\$6,285</b>	2023
<a href="#">Fairfield Chamber Of Commerce Inc</a>	CT	\$252,976	President	\$97,415	<b>\$88,491</b>	2024
<a href="#">The Alliance Of Tbi &amp; Nhtd Waiver Providers Inc</a>	NY	\$260,770	Executive Director	\$55,000	<b>\$46,909</b>	2025
<a href="#">Central Missouri Building Industries Asn</a>	MO	\$252,712	Executive Dir.	\$51,262	<b>\$54,156</b>	2023
<a href="#">Phcc Educational Foundation</a>	CA	\$252,617	Ceo	\$13,059	<b>\$11,248</b>	2023
<a href="#">Digital Analytics Freedom Alliance</a>	DC	\$260,950	Treasurer	\$2,630	<b>\$2,178</b>	2025
<a href="#">Cape Girardeau County Board Of Realtors</a>	MO	\$252,056	Executive Dir.	\$56,395	<b>\$57,869</b>	2024
<a href="#">Mukilteo Business Assoc Chamber Of Commerce</a>	WA	\$261,761	Executive Director	\$68,569	<b>\$61,233</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	507 organizations. Compensation range \$1–\$411,422; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$256,777); for reference, expenses \$283,597 and assets \$186,247.
ROLE MATCH	Cindy Schumacher, reported title "EXECUTIVE SE", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	22 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	58 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	54 <sup>th</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	55 <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 (Cindy Schumacher) 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 507 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,400 is reasonable (approximately the 58<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.