

Grace Christian Academy St Louis

Executive Director / CEO

EIN 834588278

MO · NTEE B20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Lauren Shelnett, Executive Director / CEO** (\$37,440) against **every comparable organization** that fit the selection criteria — **255** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

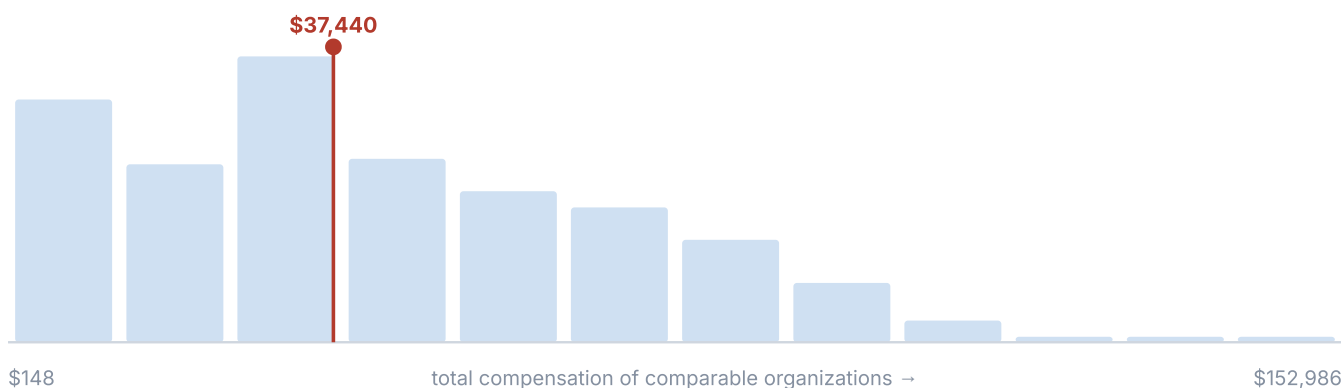
Benchmarked executive: Lauren Shelnett — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20).
BUDGET	Total revenue between \$241,693 and \$541,105 — 0.67x to 1.50x the subject's \$360,737 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

255 organizations qualified on sector, size, and geography → **255** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,507	\$20,538	\$37,588	\$62,733	\$84,936	\$37,440
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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 MO 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
Graceview Academy Of St Cloud	FL	\$360,831	Ceo	\$11,234	\$9,964	2024
Agia Sophia Academy	OR	\$360,441	Principal	\$44,460	\$40,133	2023
King's Academy	TX	\$360,086	Head Of School	\$99,146	\$96,404	2023
Pacem School Inc	VT	\$361,754	Head Of School	\$54,852	\$50,783	2025
Erie County Association Of School Boards	NY	\$362,373	Executive Director	\$69,888	\$58,089	2025
Jewell School	AZ	\$358,641	Officer/trea	\$35,750	\$33,420	2023
Vision 2020 Education Foundation	MN	\$357,509	President/treasurer	\$14,286	\$13,721	2023
Scholars Christian Preschool And Academy Inc	FL	\$355,881	Executive Director	\$78,000	\$69,183	2024
Grace Preparatory Academy Of Greater	MA	\$354,941	President	\$175	\$148	2024
Genesis Ministries	FL	\$354,766	President	\$33,000	\$29,270	2024
Moorhead Legacy Education Foundation	MN	\$367,977	Executive Director	\$12,000	\$11,195	2024
Thomasville Antiques Show Foundation Inc	GA	\$353,321	Executive Director	\$27,250	\$26,633	2023
Titus Christian Prep School Inc	KY	\$368,296	Head Of School	\$50,000	\$50,718	2024
Montessori School Of Peoria	IL	\$368,353	President	\$48,600	\$46,444	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Boise Classical Academy Inc	ID	\$352,443	President	\$32,278	\$33,376	2023
Saint Ambrose Academy	PA	\$369,386	President And Treasurer	\$45,000	\$41,277	2025
In Situ Explorers	NC	\$369,440	President	\$69,872	\$68,164	2024
The Helping House	TX	\$370,185	Teacher/director	\$73,327	\$71,299	2023
Deep Roots School Inc	NJ	\$351,162	Treasurer	\$47,981	\$39,404	2025
Journey School Of Houston	TX	\$350,685	Clinical Director Vice Chair	\$44,155	\$41,702	2024
Lincoln Heights Tutorial Program	CA	\$350,503	Exec. Director	\$75,000	\$61,146	2024
Creating Hope Inc	OH	\$349,714	Director	\$4,800	\$4,800	2024
Valor Classical Christian Academy Inc	WI	\$349,030	34 Grade Teacher	\$9,120	\$8,761	2025
Interlocking Ministries Inc	NC	\$348,910	Executive Di	\$87,078	\$84,950	2024
Providence Christian School	WA	\$348,332	Board	\$4,564	\$3,972	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 255 organizations. Compensation range \$148–\$152,986; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$360,737); for reference, expenses \$354,148 and assets \$20,785.

ROLE MATCH	Lauren Shelnutt, reported title " <i>Director</i> ", 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	8 peers 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	50 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	48 th

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 (Lauren Shelnutt) 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 255 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,440 is reasonable (approximately the 50th 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.