

Dietrich Bonhoeffer Academy Inc

Executive Director / CEO

EIN 853349190
 TX · NTEE B25
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Eric Lerch, Executive Director / CEO** (\$86,592) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

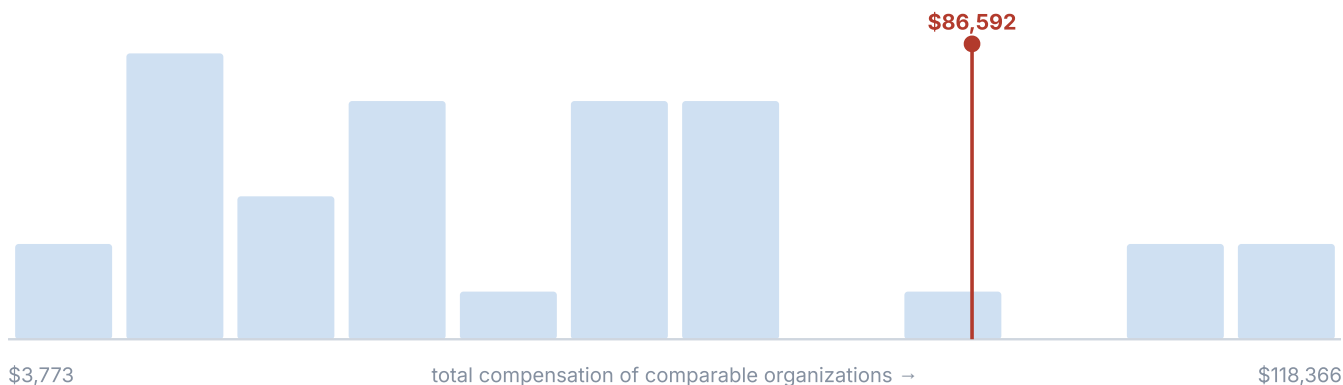
Benchmarked executive: Eric Lerch — reported title “Head of School”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (B25).
- BUDGET** Total revenue between \$177,811 and \$398,085 — 0.67x to 1.50x the subject's \$265,390 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (B25), nationwide + budget 0.67–1.5x revenue.

32 organizations qualified on sector, size, and geography → **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,644	\$23,666	\$41,993	\$64,401	\$97,902	\$86,592
----------	----------	----------	----------	----------	----------



● 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
East Burke School Inc	VT	\$264,402	Co Head Of School	\$62,001	\$64,036	2024
Insight Colearning Center	NC	\$268,088	Executive Director	\$60,000	\$65,496	2023
Rural Education And Workforce Alliance	KS	\$270,521	Member	\$103,710	\$118,366	2023
Pleasant Ridge Christian Academy Inc	FL	\$273,043	Director Of Operations	\$17,308	\$16,685	2024
Global Recovery Initiatives Foundation	MD	\$254,208	Director	\$120,000	\$115,121	2024
Doing Art Together Inc	NY	\$279,391	Creative Director	\$61,200	\$58,424	2023
St John Bosco Association	OK	\$250,093	Director	\$36,000	\$39,629	2025
Concordia Academy-wichita	KS	\$283,423	Headmaster	\$90,000	\$99,771	2024
Career Tech High School	OR	\$287,163	Executive Director	\$25,012	\$24,539	2023
Chesterton Academy Of The	FL	\$237,751	Board Member	\$22,500	\$21,689	2024
Living Oaks Academy	SC	\$237,089	Chairman	\$21,250	\$22,748	2024
College Access Navigators Inc	CO	\$236,191	Executive Director	\$60,000	\$59,037	2024
Oldham County Athletic Boosters Inc	KY	\$295,877	Treasurer	\$4,800	\$5,292	2024
Alabama Association Of Secondary	AL	\$234,666	Asst. Ex Dir	\$53,039	\$60,534	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Questa Middle School Inc	FL	\$296,242	President	\$66,078	\$63,697	2024
Be Academy Of Steam	TN	\$305,946	Principal	\$65,000	\$70,110	2024
Commonwealth Christian Academy Inc	VA	\$308,169	President	\$19,000	\$18,825	2024
New Jersey School Of Dramatic Arts	NJ	\$216,873	President	\$45,020	\$41,246	2024
Unlimited Dreams Christian Learning Center	MS	\$314,000	Administrator/executive Director	\$33,000	\$38,829	2023
The Bridge Avenue School	OH	\$319,490	Teacher	\$40,365	\$42,739	2025
Saint Andrews Academy Inc	KY	\$321,409	Secretary	\$31,250	\$33,564	2025
Indus Center For Academic Excellence	MI	\$206,258	Director	\$99,769	\$105,670	2024
La Luz Education	CO	\$201,513	President	\$60,002	\$59,039	2024
Victory High School	NH	\$191,837	Treasurer	\$23,100	\$21,323	2025
The Bearcamp Center For Sustainable Community	NH	\$190,952	Executive Director	\$35,000	\$34,142	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 2025 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	32 organizations. Compensation range \$3,773–\$118,366; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$265,390); for reference, expenses \$267,806 and assets \$35,000.
ROLE MATCH	Eric Lerch, reported title "Head of School", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	88 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	84 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 (Eric Lerch) 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 32 similarly situated organizations (Same NTEE sector (B25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$86,592 is reasonable (approximately the 88th 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.