

# Cor Deo Christian Academy

Executive Director / CEO

EIN 872350976

OR · NTEE B20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Pj Hanson, Executive Director / CEO** (\$93,037) against **every comparable organization** that fit the selection criteria — **272** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87<sup>th</sup>** percentile of comparable organizations within the typical range

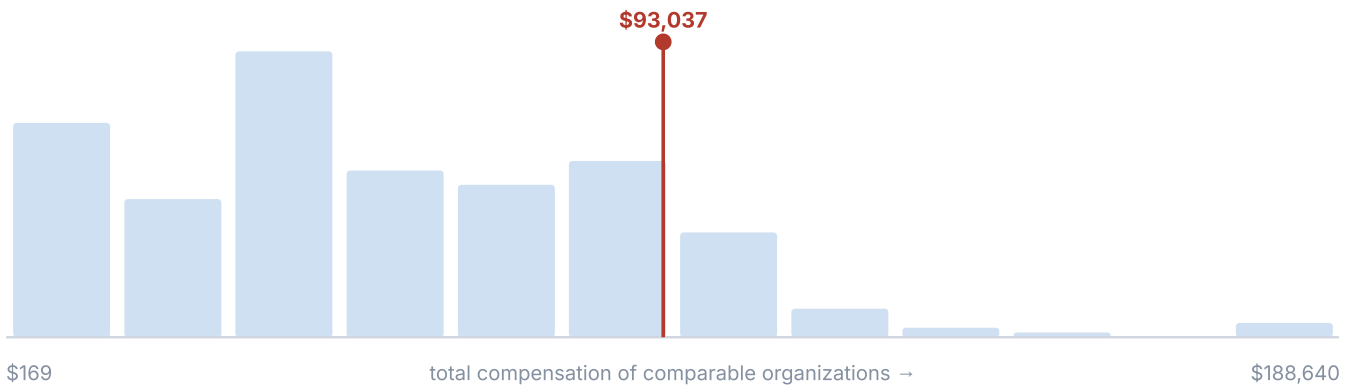
**Benchmarked executive:** Pj Hanson — reported title “Principal Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20).
BUDGET	Total revenue between \$289,231 and \$647,533 — 0.67x to 1.50x the subject's \$431,689 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

**272** organizations qualified on sector, size, and geography → **272** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$9,777	\$29,754	\$47,673	\$79,163	\$97,013	<b>\$93,037</b>
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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 OR 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="#">Cornerstone Community School Association</a>	KS	\$432,581	Director	\$33,327	<b>\$37,771</b>	2025
<a href="#">Woodside School And Community</a>	MA	\$429,686	President	\$46,640	<b>\$45,131</b>	2024
<a href="#">Southside Academy Incorporated</a>	NC	\$429,521	Secretary	\$55,710	<b>\$61,986</b>	2024
<a href="#">Morning Glory Montessori School</a>	CA	\$434,705	President	\$187,650	<b>\$174,485</b>	2024
<a href="#">Splendor Bilingual Montessori School</a>	NJ	\$428,488	Secretary	\$48,474	<b>\$46,604</b>	2024
<a href="#">Pathway Academy</a>	NM	\$434,930	Principal	\$69,008	<b>\$82,284</b>	2023
<a href="#">Global Connection Academy</a>	OH	\$427,339	Board Member	\$65,000	<b>\$74,134</b>	2024
<a href="#">Alexandria Classical Christian</a>	VA	\$436,415	Headmaster	\$34,854	<b>\$36,238</b>	2024
<a href="#">Sweet Tree Arts</a>	ME	\$426,649	Executive Di	\$35,846	<b>\$38,652</b>	2024
<a href="#">Windsor Street Montessori School</a>	MO	\$436,941	President	\$24,000	<b>\$26,667</b>	2025
<a href="#">Sheltering Tree Ranch Inc</a>	TN	\$437,675	Vice-president	\$22,375	<b>\$26,074</b>	2023
<a href="#">Chesterton Academy Of Rochester</a>	NY	\$438,015	Board Member	\$39,183	<b>\$38,127</b>	2024
<a href="#">The Education Foundation Of Indian River</a>	FL	\$438,310	Executive Director	\$81,462	<b>\$84,840</b>	2023
<a href="#">Diamante Montessori School</a>	IL	\$422,764	President	\$8,000	<b>\$8,469</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Tyler Ind School District Foundation</a>	TX	\$422,347	Executive Director	\$82,014	<b>\$88,342</b>	2024
<a href="#">Ft Caroline Baptist Academy</a>	FL	\$421,929	Academy Director	\$74,700	<b>\$75,566</b>	2024
<a href="#">Selle Valley Carden School Inc</a>	ID	\$421,690	Director/teach	\$32,000	<b>\$37,739</b>	2023
<a href="#">Urban Christian Academy</a>	IL	\$420,892	Executive Di	\$12,000	<b>\$13,079</b>	2023
<a href="#">Community Homeschool Education Center Inc</a>	FL	\$420,200	Marler	\$45,880	<b>\$47,783</b>	2023
<a href="#">Foothills Christian School</a>	WA	\$444,133	Member	\$8,000	<b>\$7,713</b>	2024
<a href="#">Axiom Christian Classical School</a>	NM	\$444,326	President, Dean Of Athletics & Activities	\$25,000	<b>\$29,809</b>	2023
<a href="#">East Providence Education Association</a>	RI	\$444,361	President	\$9,696	<b>\$9,753</b>	2025
<a href="#">Touchstones Discussion Project Inc</a>	MD	\$444,972	Executive Di	\$95,306	<b>\$98,781</b>	2023
<a href="#">Excellence In Education</a>	CA	\$445,380	Executive Dir.	\$81,999	<b>\$76,246</b>	2024
<a href="#">World Builders Academy</a>	MO	\$417,807	President	\$14,583	<b>\$17,124</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 **272** organizations. Compensation range \$169–\$188,640; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$431,689); for reference, expenses \$498,632 and assets \$193,369.
ROLE MATCH	Pj Hanson, reported title " <i>Principal Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	87 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	89 <sup>th</sup>
Reportable pay only (column D), adjusted	90 <sup>th</sup>
All sources (D + E + F), adjusted	85 <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 (Pj Hanson) 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 272 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$93,037 is reasonable (approximately the 87<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.