

Winners Circle Xr Academy Inc

Executive Director / CEO

EIN 872782692

RI · NTEE B90

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Juan Rodriguez, Executive Director / CEO** (\$60,577) against **every comparable organization** that fit the selection criteria — **406** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

Benchmarked executive: Juan Rodriguez — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$175,248 and \$392,347 — 0.67x to 1.50x the subject's \$261,565 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

406 organizations qualified on sector, size, and geography → **406** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,694	\$28,769	\$53,310	\$76,247	\$103,517	\$60,577
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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 RI 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
Courage Foundation	CA	\$261,475	Director Of Program Development/ Le	\$90,000	\$78,723	2024
Reggie Mckenzie Foundation Inc	MI	\$261,294	Executive Director	\$24,000	\$24,447	2025
Community Investors Inc	MA	\$260,790	President	\$30,000	\$27,308	2024
Phoenix Union Partnership Of Business And Education	AZ	\$262,467	Executive Director	\$59,600	\$59,777	2023
Wssaaa	WA	\$260,605	Executive Director	\$25,550	\$22,574	2025
Portland Activities & Athletics Lea	OR	\$260,317	President	\$48,640	\$45,756	2024
The City Tutors Inc	NY	\$259,859	Executive Director	\$63,237	\$57,884	2024
Lrlean Inc	AL	\$263,291	Executive Director	\$42,758	\$48,174	2023
Ethos Education Group	TX	\$263,552	President	\$10,400	\$10,849	2023
First Hand Learning Inc	NY	\$259,550	President/ceo	\$37,548	\$35,384	2023
Pastors For Texas Children	TX	\$263,846	Executive Director	\$110,000	\$114,753	2023
Student Research And Development	WA	\$259,062	Executive Director And Board Member	\$62,308	\$58,177	2023
The Educational Foundation Of The	KY	\$264,194	Ceo	\$18,726	\$20,380	2024
Audacity Labs	NC	\$258,935	Executive Director	\$53,750	\$57,920	2023
Pennsylvania School Counselors	PA	\$264,222	Executive Di	\$14,444	\$14,215	2025
Ex Fabula Inc	WI	\$258,248	Executive Director	\$67,650	\$69,722	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Teaching Beyond The Square Inc	NY	\$257,880	Secretary/sr Educational D	\$65,882	\$60,305	2024
Amazing Grace Virtual Academy	MN	\$265,554	Executive Director	\$39,863	\$39,899	2024
Native American Fitness Council	CO	\$265,621	President & Ceo	\$70,000	\$70,000	2023
Lighthouse Christian Homeschool Academy Inc	FL	\$257,479	President	\$7,802	\$7,233	2025
Schelastic Academy	TX	\$257,477	Founder And Director	\$31,250	\$30,849	2025
Fusion Homeschooling Inc	TN	\$265,773	President	\$10,585	\$11,603	2023
Completing The Task Inc	TX	\$257,257	President	\$45,000	\$45,598	2024
Emerald Ballet Theatre	WA	\$265,923	President	\$16,500	\$15,406	2023
Uasc International	SC	\$266,094	Executive Director	\$24,025	\$26,139	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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 406 organizations. Compensation range \$11–\$455,321; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$261,565); for reference, expenses \$186,991 and assets \$202,074.

ROLE MATCH Juan Rodriguez, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	60 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	56 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 (Juan Rodriguez) 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 406 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,577 is reasonable (approximately the 60th 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.