

# Brite Bringing Relief International

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Cathy Morgado, Executive Director / CEO** (\$16,154) against **every comparable organization** that fit the selection criteria — **98** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

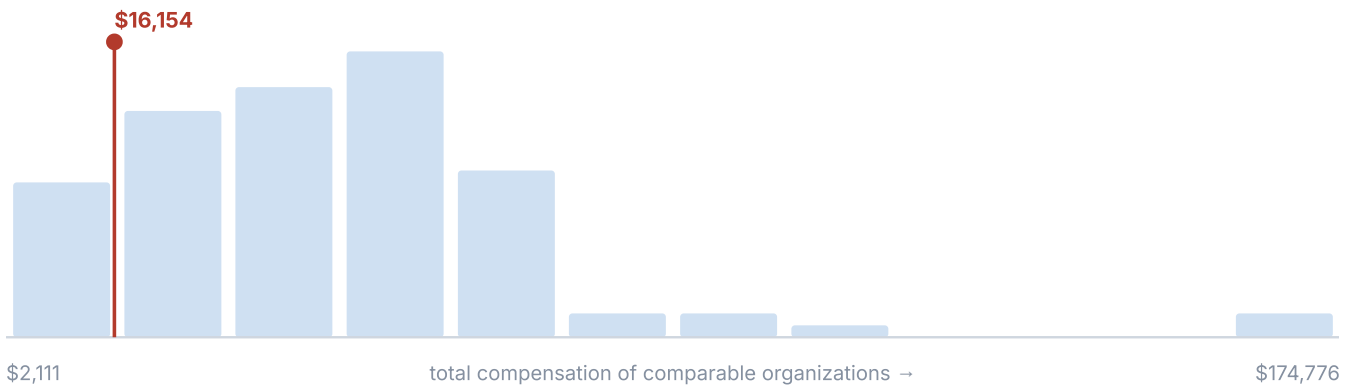
**Benchmarked executive:** Cathy Morgado — reported title "Trustee", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B24).
BUDGET	Total revenue between \$191,615 and \$428,991 — 0.67x to 1.50x the subject's \$285,994 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B24), nationwide + budget 0.67–1.5x revenue.

**98** organizations qualified on sector, size, and geography → **98** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,098	\$25,473	\$42,426	\$57,747	\$67,970	\$16,154
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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 FL 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="#">Copeland Run Academy</a>	PA	\$288,066	Director	\$41,538	<b>\$44,094</b>	2024
<a href="#">Magnolia Montessori</a>	KY	\$290,390	President	\$26,308	<b>\$30,087</b>	2024
<a href="#">Bloom Community School Inc</a>	IL	\$280,544	Board Member	\$62,738	<b>\$65,656</b>	2024
<a href="#">Mid Cities Christian Academy</a>	TX	\$294,632	Director	\$42,000	<b>\$46,044</b>	2023
<a href="#">Capitol Hill Academy</a>	UT	\$276,029	Officer	\$39,000	<b>\$43,745</b>	2023
<a href="#">Eddlemon Child Development Center</a>	SC	\$274,329	Cdc Director	\$40,755	<b>\$46,596</b>	2023
<a href="#">Cape Cod Christian Academy Inc</a>	MA	\$297,994	Executive Di	\$47,400	<b>\$45,341</b>	2024
<a href="#">The Learning Well</a>	WA	\$300,447	Director Of Education	\$31,717	<b>\$31,121</b>	2023
<a href="#">St Sophia Classical Academy Foundation</a>	OK	\$302,320	President	\$4,553	<b>\$5,200</b>	2025
<a href="#">Mandarin Academy</a>	CA	\$269,316	Vice President And Lead Teacher	\$113,420	<b>\$104,254</b>	2024
<a href="#">Quality Education Institute Of Durham Inc Q E I D</a>	NC	\$302,989	Principal	\$36,000	<b>\$39,596</b>	2024
<a href="#">Cabot Christian School</a>	AR	\$268,929	President	\$2,250	<b>\$2,692</b>	2024
<a href="#">Kingston Montessori Academy</a>	TX	\$303,350	President	\$35,000	<b>\$38,370</b>	2023
<a href="#">L Ecole De Denver</a>	CO	\$264,923	Executive Director	\$43,940	<b>\$46,175</b>	2023
<a href="#">Trinity Classical Academy</a>	MS	\$307,601	Head Of School	\$8,167	<b>\$9,968</b>	2023
<a href="#">Peachtown Elementary School</a>	NY	\$262,797	Head Of School	\$50,167	<b>\$49,681</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Birch School Inc</a>	NY	\$311,558	Executive Di	\$62,250	<b>\$59,878</b>	2024
<a href="#">Seton Academy</a>	IL	\$259,388	Employee	\$66,500	<b>\$69,593</b>	2024
<a href="#">Rochester Classical Academy</a>	NY	\$313,821	Head Of School	\$50,000	<b>\$49,516</b>	2023
<a href="#">Gardenview Montessori School</a>	WA	\$314,374	Director	\$54,819	<b>\$52,245</b>	2024
<a href="#">Big Leaf Montessori</a>	WA	\$314,984	Head Of Scho	\$35,395	<b>\$34,729</b>	2023
<a href="#">Dianova Foundation</a>	CA	\$256,465	Director	\$42,805	<b>\$40,507</b>	2023
<a href="#">Excellerated Teaching Academy Inc</a>	FL	\$256,314	Executive Director	\$45,000	<b>\$48,229</b>	2022
<a href="#">Gods Glory Christian School Inc</a>	FL	\$256,155	President	\$60,000	<b>\$61,772</b>	2023
<a href="#">River Canyon School Inc</a>	CO	\$255,347	Director	\$47,302	<b>\$49,708</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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** 98 organizations. Compensation range \$2,111–\$174,776; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$285,994); for reference, expenses \$211,176 and assets \$1,389,449.

**ROLE MATCH** Cathy Morgado, reported title *"Trustee"*, 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	1 peer 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	12 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	16 <sup>th</sup>
Reportable pay only (column D), adjusted	15 <sup>th</sup>
All sources (D + E + F), adjusted	12 <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 (Cathy Morgado) 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 98 similarly situated organizations (Same NTEE sector (B24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,154 is reasonable (approximately the 12<sup>th</sup> 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.