

Windham Cooperative Kindergarten Inc

Executive Director / CEO

EIN **020270242**
 NH · NTEE B21Z
 FY ending 2024-08-31
June 9, 2026

This analysis benchmarks the total compensation of **Erin Taylor, Executive Director / CEO** (\$29,042) against **every comparable organization** that fit the selection criteria — **314** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

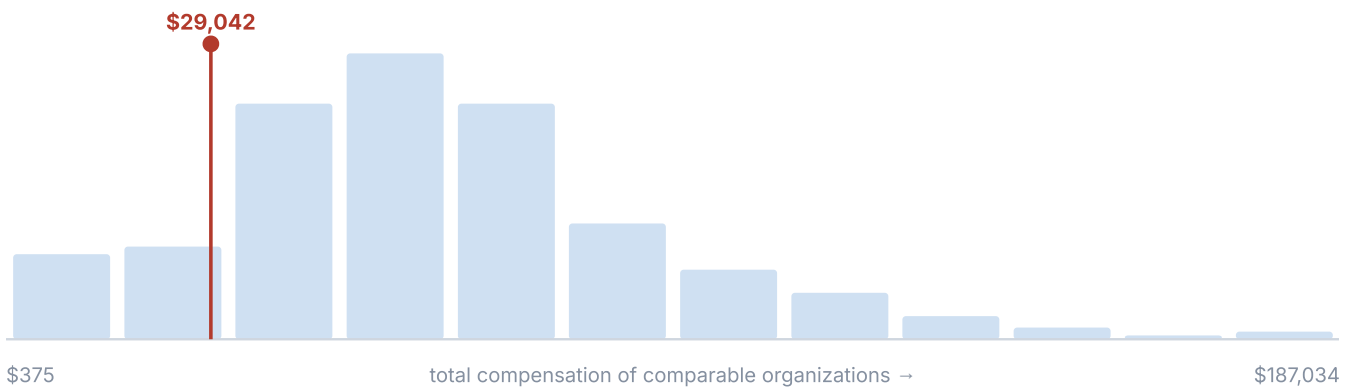
Benchmarked executive: Erin Taylor — reported title "Director", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B21Z).
BUDGET	Total revenue between \$296,094 and \$662,898 — 0.67x to 1.50x the subject's \$441,932 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B21), nationwide + budget 0.67–1.5x revenue.

314 organizations qualified on sector, size, and geography → **314** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,769	\$42,456	\$57,766	\$75,299	\$103,982	\$29,042
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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 NH 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
Beaver Brook Children's School Inc	VT	\$442,253	President	\$64,100	\$71,936	2023
Abc Angels Preschool	CA	\$442,362	President	\$8,400	\$7,855	2024
A Childs Garden Inc	OH	\$443,070	President	\$51,655	\$59,251	2024
Elite Kids Academy	CA	\$440,260	President & Ceo	\$26,400	\$24,688	2024
Spark Preschool	OH	\$444,348	Administrator	\$115,324	\$132,283	2024
Hope Montessori School - The Woodlands	TX	\$444,377	Director	\$1,920	\$2,080	2024
Houghton Lake Preschool Inc	MI	\$437,714	Director	\$25,352	\$28,339	2024
Elmhurst Montessori Preschool Inc	IL	\$437,054	Chair Of The Board & Teach	\$72,523	\$79,497	2023
Pumpkin Patch Pre-k Inc	AR	\$436,658	President & Director	\$82,199	\$97,485	2025
Kingdom Preparatory Academy Inc	AZ	\$436,410	President	\$56,658	\$60,755	2023
River Mist Inc	CO	\$435,946	Executive Director	\$87,524	\$90,890	2024
Eastminster Preschool Inc	PA	\$434,734	Executive Director	\$53,856	\$58,164	2024
Heavenly Angels Preschool Inc	FL	\$434,074	Treasurer	\$26,456	\$26,916	2024
Saxon Hill School Inc	VT	\$433,660	Director Of	\$56,529	\$63,441	2023
Child Light Inc	NY	\$432,866	Executive Director	\$94,968	\$92,938	2024
Sonshine Patch Inc	CO	\$451,060	Director	\$56,729	\$58,911	2024
Sherman Montessori Pre-school Inc	TX	\$432,000	Staff Member	\$58,623	\$61,871	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Southshire Community School	VT	\$431,728	Dir/head Of Sch	\$68,756	\$74,948	2024
Faithful Beginnings Inc	FL	\$430,759	President	\$42,120	\$41,748	2025
Gabriels Little Angels Preschool	TX	\$429,871	Director	\$64,900	\$70,308	2024
Heartland Community Montessori School Inc	WI	\$428,980	Head Of School	\$52,616	\$59,511	2024
The Childrens School	NY	\$428,921	Trustee	\$26,500	\$25,934	2024
Sleepy Hollow Preschool Inc	VA	\$455,657	Director	\$45,581	\$49,071	2023
Sowing Seeds Education Llc	NC	\$456,270	Ceo	\$33,740	\$37,756	2024
Family Learning Center Inc	NM	\$456,306	Executive Di	\$43,755	\$52,472	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH 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 NH 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	314 organizations. Compensation range \$375–\$187,034; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$441,932); for reference, expenses \$450,382 and assets \$1,130,260.
ROLE MATCH	Erin Taylor, 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	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 12 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	14 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	15 th
All sources (D + E + F), adjusted	14 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 (Erin Taylor) 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 314 similarly situated organizations (Same NTEE sector (B21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,042 is reasonable (approximately the 14th 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.