

Washington Central Friends Of Education Inc

Executive Director / CEO

EIN 030335793
 VT · NTEE B99Z
 FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Erica Zimmerman, Executive Director / CEO** (\$34,851) against **every comparable organization** that fit the selection criteria — **436** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

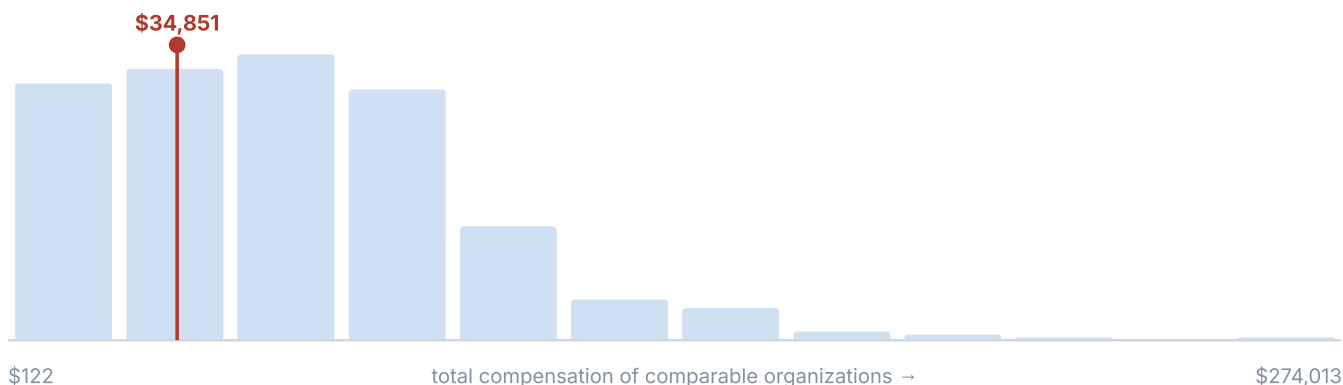
Benchmarked executive: Erica Zimmerman — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99Z).
BUDGET	Total revenue between \$226,195 and \$506,407 — 0.67x to 1.50x the subject's \$337,605 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

436 organizations qualified on sector, size, and geography → **436** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,423 10TH	\$29,694 25TH	\$53,260 MEDIAN	\$78,164 75TH	\$106,341 90TH	\$34,851 THIS ORG · 30TH
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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 VT 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
The Black Institute Inc	NY	\$337,742	President	\$50,292	\$43,855	2024
Centro Las Olas	CA	\$336,915	President & Boardmember	\$19,936	\$16,184	2025
Pseads	CA	\$338,306	Ceo	\$15,000	\$12,869	2023
Golden Star Educational Services	CA	\$336,326	President	\$50,609	\$43,418	2023
Acting Without Boundaries	PA	\$339,370	Executive Dir.	\$3,774	\$3,632	2024
The Life Fund	VA	\$339,543	Ceo	\$28,774	\$26,810	2024
Cornerstone Academy	IL	\$339,889	Principal	\$70,000	\$66,411	2024
De Lasting Purpose Foundation	GA	\$334,752	Director	\$4,000	\$3,881	2024
Academy For International School Heads	CO	\$341,123	Ceo	\$158,055	\$146,253	2024
Southern Bible Institute & College	TX	\$333,859	President	\$93,643	\$93,065	2023
Asianetwork Inc	IL	\$341,405	Executive Director	\$23,500	\$22,295	2024
Radiance Sutras Institute	CA	\$341,866	President	\$63,000	\$52,498	2024
Play Like A Girl	TN	\$332,839	Ceo	\$76,666	\$75,763	2025
Creative Spirit Center Inc	MI	\$332,837	Executive Di	\$77,019	\$76,715	2024
Rage Against Addiction Inc	MD	\$332,810	Executive Di	\$79,997	\$74,305	2023
Academy Of Legal Studies In Business	NC	\$342,452	Executive Secretary	\$22,914	\$23,523	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Global Air Drone Academy	MD	\$342,623	President	\$2,900	\$2,804	2022
The Bella Abzug Leadership Institute Inc	NY	\$343,203	Founder And Ceo	\$102,898	\$89,728	2024
Aspire P16 Collaborative	OH	\$343,845	Executive Di	\$47,250	\$49,721	2023
Parkinson's Resource Organization Inc	CA	\$330,835	Executive Director	\$117,064	\$97,548	2024
The St Sophia School	NC	\$330,637	Head Of School	\$58,333	\$56,665	2025
Lost Women Of Science Initiative Inc	CA	\$330,499	President & Ceo	\$50,000	\$41,665	2024
Denver Biennial Of The Americas	CO	\$344,954	Executive Di	\$167,959	\$155,417	2024
Life College	CA	\$344,960	Program Director	\$112,800	\$93,995	2024
Ebenezer Community Outreach	IL	\$345,180	President	\$131,418	\$121,465	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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 436 organizations. Compensation range \$122–\$274,013; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$337,605); for reference, expenses \$252,069 and assets \$199,165.

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

RELATED-ORG PAY 30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 11 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	30 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	26 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 (Erica Zimmerman) 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 436 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,851 is reasonable (approximately the 30th 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.