

# Boxboro Children Center Inc

Executive Director / CEO

EIN **042953634**  
 MA · NTEE B22Z  
 FY ending 2025-06-30  
**June 13, 2026**

This analysis benchmarks the total compensation of **Amy Paakki, Executive Director / CEO** (\$104,040) against the **2000** closest of **3,236** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Amy Paakki — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B22Z).
BUDGET	Total revenue between \$320,741 and \$718,078 — 0.67x to 1.50x the subject's \$478,719 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

**3,236** organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$17,356	\$41,353	\$69,233	\$98,993	\$134,738	<b>\$104,040</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 MA 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="#">Charter Facility Solutions</a>	CO	\$478,719	Executive Director	\$240,590	<b>\$271,300</b>	2023
<a href="#">Farm And City</a>	TX	\$478,727	Executive Dir.	\$73,784	<b>\$86,797</b>	2023
<a href="#">Child's Play Learning Center Inc</a>	TX	\$478,657	Secretary & Asst Program Director	\$336	<b>\$395</b>	2023
<a href="#">College Affordable Inc</a>	MA	\$478,589	Executive Director/clerk	\$171,553	<b>\$176,092</b>	2024
<a href="#">Pantheon Education Center Inc</a>	IN	\$478,938	Ceo	\$78,908	<b>\$95,052</b>	2024
<a href="#">Tech Valley Center Of Gravity Inc</a>	NY	\$478,374	Facilities D	\$63,150	<b>\$67,107</b>	2023
<a href="#">Valley Christian School</a>	WY	\$479,070	Administrator/principal	\$37,344	<b>\$45,678</b>	2024
<a href="#">Mindpeace Cincinnati</a>	OH	\$478,220	Executive Director	\$120,640	<b>\$145,954</b>	2024
<a href="#">Lifebridge Academy</a>	VA	\$479,240	Executive Dir.	\$99,114	<b>\$109,313</b>	2024
<a href="#">Memorial Spaulding School Extended Day</a>	MA	\$479,331	Treasurer,president,chairman, Executive Director	\$96,000	<b>\$98,540</b>	2024
<a href="#">Maine Resilience Building Network</a>	ME	\$477,878	Executive Di	\$113,253	<b>\$133,365</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Rcs Building Corporation</a>	CO	\$477,851	President	\$2,453	<b>\$2,687</b>	2024
<a href="#">Houghton Main Street Foundation</a>	DC	\$477,847	Director	\$2,000	<b>\$2,005</b>	2024
<a href="#">La County Library Foundation</a>	CA	\$479,609	Executive Director	\$162,852	<b>\$160,629</b>	2024
<a href="#">African American Officers Development Network</a>	GA	\$477,826	Ceo	\$105,310	<b>\$120,951</b>	2024
<a href="#">The Midas Collaborative Inc</a>	MA	\$477,798	Executive Di	\$101,487	<b>\$107,249</b>	2023
<a href="#">Your Money Matters</a>	WA	\$479,748	Founder	\$120,588	<b>\$123,323</b>	2024
<a href="#">University Of Toledo Alumni Association</a>	OH	\$479,751	Executive Director	\$216,655	<b>\$269,859</b>	2023
<a href="#">Valley Library Consortium Inc</a>	MI	\$479,765	Executive Director	\$99,010	<b>\$116,734</b>	2024
<a href="#">Senia International</a>	OR	\$479,790	Executive Director	\$93,159	<b>\$101,739</b>	2023
<a href="#">Maine Philanthropy Center</a>	ME	\$479,791	President & Ceo	\$124,083	<b>\$141,926</b>	2024
<a href="#">Great Sso Inc</a>	GA	\$479,813	President	\$35,500	<b>\$41,978</b>	2023
<a href="#">Dynasty Child Care Center</a>	OH	\$479,850	President	\$45,757	<b>\$55,359</b>	2024
<a href="#">First Gen Scholars</a>	CA	\$479,860	President/executive Direct	\$79,063	<b>\$77,984</b>	2024
<a href="#">Vocation Ministry</a>	TX	\$477,577	President	\$84,167	<b>\$99,012</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2025 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 MA 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	2000 organizations. Compensation range \$144–\$553,584; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$478,719); for reference, expenses \$452,160 and assets \$31,790.
ROLE MATCH	Amy Paakki, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	199 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	69 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	78 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	84 <sup>th</sup>
Reportable pay only (column D), adjusted	81 <sup>st</sup>
All sources (D + E + F), adjusted	70 <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 (Amy Paakki) 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 13, 2026, comparing compensation against 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$104,040 is reasonable (approximately the 78<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 13, 2026.