

Community Child Care Center Of

Executive Director / CEO

EIN 160905026
 NY · NTEE P33Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Mischele Terrell, Executive Director / CEO** (\$67,745) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

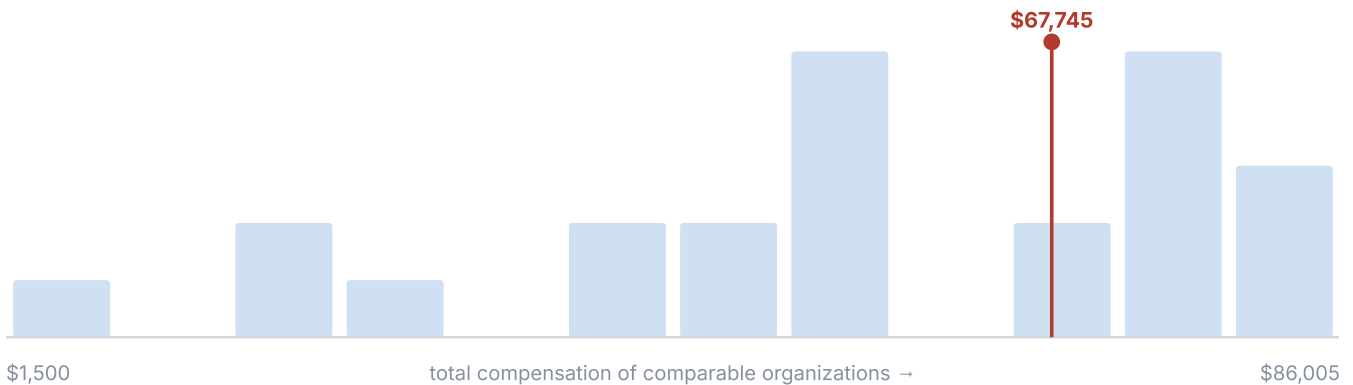
Benchmarked executive: Mischele Terrell — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P33Z).
BUDGET	Total revenue between \$307,718 and \$688,923 — 0.67x to 1.50x the subject's \$459,282 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P33) + NY + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,105	\$43,064	\$57,087	\$72,260	\$80,040	\$67,745
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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 NY 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
Olivet Academy Early Learning Center	NY	\$462,333	Director	\$1,500	\$1,500	2024
Islip School Age Child Care Corp	NY	\$455,271	Program Director	\$85,563	\$83,357	2025
Twin Bridge Playschool Inc	NY	\$476,436	President	\$25,750	\$25,750	2024
Irvington Childrens Center Inc	NY	\$441,888	Executive Dir.	\$80,550	\$80,550	2024
Saugerties Early Childhood Learning	NY	\$494,960	President	\$15,860	\$15,860	2024
Caroline Asp Inc	NY	\$407,102	Director	\$69,304	\$69,304	2024
The Rivertown Preschool Program Inc	NY	\$524,772	President	\$72,000	\$72,000	2024
Children's Learning Center At Hunter	NY	\$529,456	Acting Director, Clc	\$19,189	\$18,694	2025
Millbrook Early Childhood Education	NY	\$387,466	Executive Director	\$72,519	\$72,519	2024
Lasalle Early Childhood Center Inc	NY	\$379,537	Pres/exec Dir	\$57,087	\$57,087	2024
Champlain Childrens' Learning	NY	\$541,146	Executive Di	\$46,675	\$48,054	2023
Small Tales Day Care Center Inc	NY	\$558,684	President	\$65,000	\$65,000	2024
Pooh's Corner Inc	NY	\$358,188	Director	\$83,538	\$86,005	2023
Children's Center Of New Paltz Inc	NY	\$351,548	Director	\$35,899	\$36,959	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Noah's Ark Day Care Center Of Port Jefferson	NY	\$348,997	Executive Director	\$59,000	\$57,479	2025
Calling All Kids Too Inc	NY	\$573,060	Executive Director	\$72,000	\$72,000	2024
Candy Apple Pre School Center Inc	NY	\$596,747	Executive Director	\$48,300	\$48,300	2024
Roots And Wings Kids Inc	NY	\$313,070	Director	\$78,000	\$78,000	2024
Fall Creek School Age Program	NY	\$308,675	Program Director	\$38,073	\$38,073	2024
Chickpeas Child Care Center Inc	NY	\$619,544	Executive Director	\$51,711	\$51,711	2024
Hostos Community College Children's	NY	\$629,978	Board Member (Non-voting)	\$54,325	\$54,325	2024
Amalgamated Nursery School	NY	\$644,643	Director	\$77,000	\$77,000	2024
Blooming Grove Day Care Center Inc	NY	\$677,576	Executive Director	\$51,690	\$53,217	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 23 organizations. Compensation range \$1,500–\$86,005; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$459,282); for reference, expenses \$529,987 and assets \$264,086.

ROLE MATCH Mischele Terrell, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	61 st
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	57 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 (Mischele Terrell) 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 23 similarly situated organizations (Same NTEE sector (P33) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,745 is reasonable (approximately the 61st 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.