

# Dove's Nest Early Care And

Executive Director / CEO

EIN 201120940  
 CO · NTEE P33  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Brandi Curtis, Executive Director / CEO** (\$68,946) against **every comparable organization** that fit the selection criteria — **273** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Brandi Curtis — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P33).
BUDGET	Total revenue between \$199,922 and \$447,588 — 0.67x to 1.50x the subject's \$298,392 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P33), nationwide + budget 0.67–1.5x revenue.

**273** organizations qualified on sector, size, and geography → **273** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,309	\$30,983	\$46,933	\$63,309	\$78,920	\$68,946
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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 CO 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="#">Bethel Childrens Center Of Santa Rosa</a>	CA	\$298,421	Executive Dir.	\$48,065	<b>\$44,563</b>	2023
<a href="#">Polkadots And Roses Childcare Center A Nj Nonprofit Corporation</a>	NJ	\$298,623	Parent	\$17,400	<b>\$16,202</b>	2024
<a href="#">Little Ones Academy</a>	CA	\$298,948	President	\$23,286	<b>\$20,970</b>	2024
<a href="#">Brain Builders Early Childhood And</a>	NE	\$300,238	Vice President	\$1,610	<b>\$1,860</b>	2023
<a href="#">Nonnie Hood Parent Resource Center Inc</a>	NY	\$300,287	Executive Director	\$65,253	<b>\$63,309</b>	2023
<a href="#">Clark County Parent Cooperative</a>	NV	\$296,285	Vice Preside	\$33,532	<b>\$34,150</b>	2025
<a href="#">Livingston Street Early Childhood Center</a>	NY	\$300,856	Executive Dir	\$30,065	<b>\$28,333</b>	2024
<a href="#">Christian Child Development Center Inc</a>	NC	\$295,755	President Amerita	\$171,500	<b>\$180,040</b>	2025
<a href="#">The Learning Tree Of Wellsboro</a>	PA	\$294,935	Exective Director	\$9,408	<b>\$9,784</b>	2024
<a href="#">Holmes Child Care Center Inc</a>	NC	\$301,975	Member/teacher	\$48,640	<b>\$52,413</b>	2024
<a href="#">Little Leaf Learning Center Inc</a>	NE	\$294,673	President	\$41,383	<b>\$46,419</b>	2024
<a href="#">Good Shepherd Child Dev Center Inc</a>	WV	\$294,572	Director	\$36,535	<b>\$42,473</b>	2023
<a href="#">Lakin Foundation Child Development Center Of Griswold</a>	IA	\$303,127	Secretary/ceo	\$52,617	<b>\$60,083</b>	2024
<a href="#">Muir Little Scholars Inc</a>	PA	\$293,399	Exec Director	\$4,350	<b>\$4,657</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">First Baptist Church Denbigh Child</a>	VA	\$293,350	Executive Di	\$32,871	<b>\$33,099</b>	2024
<a href="#">Second Home Learning Center</a>	VA	\$293,321	Executive Director	\$52,192	<b>\$52,555</b>	2024
<a href="#">Breckenridge Montessori Inc</a>	CO	\$304,445	Executive Director	\$76,302	<b>\$76,302</b>	2024
<a href="#">Bottles Two Backpacks Daycare</a>	IA	\$305,069	Director	\$26,350	<b>\$30,977</b>	2023
<a href="#">Honeybear Daycare Center Inc</a>	MT	\$305,218	President	\$103,277	<b>\$113,108</b>	2025
<a href="#">Gsuc Child Development And Learning</a>	NY	\$289,841	Center Director	\$18,269	<b>\$17,725</b>	2023
<a href="#">East Grand Community Services</a>	MO	\$289,731	Executive Di	\$31,498	<b>\$35,819</b>	2023
<a href="#">All Belong To Christ Daycare &amp;</a>	NE	\$307,350	Daycare Dire	\$57,558	<b>\$64,562</b>	2024
<a href="#">St Paul Gillespie-selden Rural</a>	GA	\$289,177	Executive Di	\$36,690	<b>\$38,473</b>	2024
<a href="#">Pee Wee Angels Christian Learning Center</a>	AL	\$307,630	Executive Director	\$65,400	<b>\$73,684</b>	2024
<a href="#">It Takes A Village Inc</a>	NJ	\$288,918	Trustee	\$38,189	<b>\$36,609</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 273 organizations. Compensation range \$215–\$398,800; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$298,392); for reference, expenses \$296,027 and assets \$557,815.

ROLE MATCH	Brandi Curtis, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	85 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	84 <sup>th</sup>
Reportable pay only (column D), adjusted	85 <sup>th</sup>
All sources (D + E + F), adjusted	84 <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 (Brandi Curtis) 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 273 similarly situated organizations (Same NTEE sector (P33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,946 is reasonable (approximately the 85<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.