

# The Early Learning Partnership Of

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Rachel Weiyi Hui-hubbard, Executive Director / CEO** (\$45,788) against **every comparable organization** that fit the selection criteria — **303** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48<sup>th</sup>** percentile of comparable organizations within the typical range

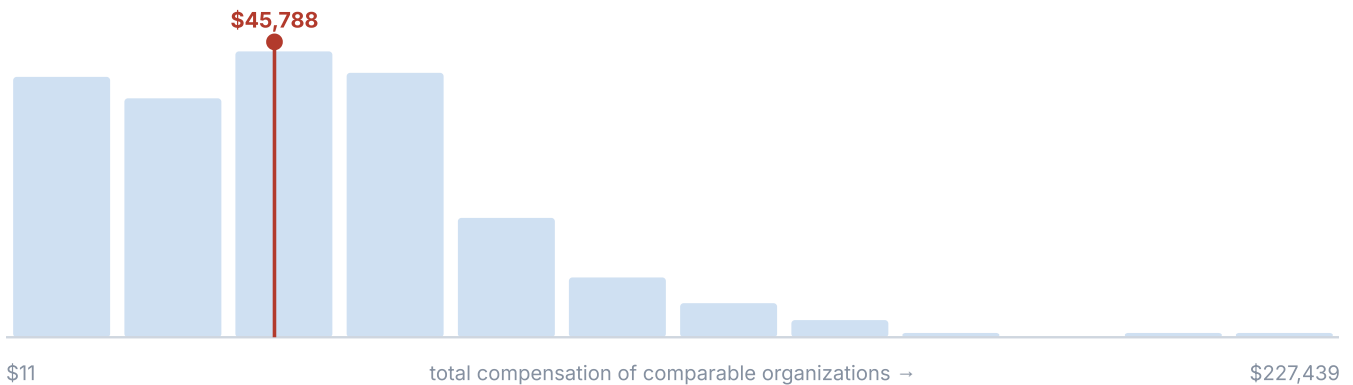
**Benchmarked executive:** Rachel Weiyi Hui-hubbard — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$135,190 and \$302,665 — 0.67x to 1.50x the subject's \$201,777 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

**303** organizations qualified on sector, size, and geography → **303** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,144	\$22,016	\$47,631	\$70,275	\$94,054	\$45,788
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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 SC 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="#">Grace Education &amp; Business</a>	FL	\$201,797	Director	\$45,757	<b>\$43,543</b>	2023
<a href="#">Educational Leadership Foundation Of New Jersey Inc</a>	NJ	\$201,523	Executive Director	\$18,500	<b>\$15,833</b>	2025
<a href="#">Changing Expectations Corp</a>	TX	\$201,110	Founder And Ceo	\$113,206	<b>\$111,419</b>	2024
<a href="#">Educational Advisory Foundation Inc</a>	GA	\$201,000	President	\$16,000	<b>\$16,296</b>	2023
<a href="#">Love We Dont See</a>	CA	\$200,612	Ceo	\$47,294	<b>\$39,146</b>	2025
<a href="#">Family Child Care Providers Association Of San Francisco Inc</a>	CA	\$202,970	Executive Director	\$45,637	<b>\$39,919</b>	2023
<a href="#">K12c Solutions</a>	MI	\$203,124	Chief Executive Officer	\$32,974	<b>\$34,476</b>	2023
<a href="#">Eg Prep Education Inc</a>	NY	\$200,407	Executive Di	\$6,321	<b>\$5,620</b>	2024
<a href="#">Teacher Apprenticeship Network</a>	NJ	\$203,250	Executive Director	\$13,847	<b>\$12,164</b>	2024
<a href="#">Seminary For The Third Millennium</a>	FL	\$200,165	President	\$14,765	<b>\$14,050</b>	2023
<a href="#">Community Pantry &amp; Emerg Srvs Inc</a>	NE	\$199,807	Director	\$9,000	<b>\$9,806</b>	2023
<a href="#">Gethsemane Ranch Inc</a>	FL	\$204,030	Secretary	\$20,244	<b>\$18,712</b>	2024
<a href="#">Hampton Roads Chess Association</a>	VA	\$204,156	Executive Director	\$40,598	<b>\$38,568</b>	2024
<a href="#">Advance</a>	CA	\$199,291	Executive Dir.	\$39,000	<b>\$33,135</b>	2024
<a href="#">Spreading Hope Inc</a>	MN	\$199,217	Secretary	\$17,667	<b>\$16,733</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Amplify Arts</a>	NE	\$205,050	Executive Co-director	\$67,688	<b>\$73,747</b>	2023
<a href="#">Lindale Isd Education Foundation Inc</a>	TX	\$197,971	Executive Dir.	\$33,920	<b>\$33,384</b>	2024
<a href="#">Nicaphoto Inc</a>	CT	\$205,786	President	\$26,000	<b>\$23,986</b>	2024
<a href="#">Veritas Classical School Inc</a>	MS	\$197,652	President	\$79,080	<b>\$86,658</b>	2024
<a href="#">Nami Of Fairbanks Alaska Inc</a>	AK	\$206,276	Executive Director	\$62,400	<b>\$60,432</b>	2023
<a href="#">Gilbert Albert Community Center Inc</a>	MA	\$197,000	Executive Director	\$25,000	<b>\$22,104</b>	2024
<a href="#">Quality Champions For Life</a>	OH	\$206,795	Executive Director	\$22,000	<b>\$22,926</b>	2024
<a href="#">Merivis Foundation Inc</a>	TX	\$206,797	Executive Di	\$124,800	<b>\$126,459</b>	2023
<a href="#">Communities In Schools Of Rome-floyd County Inc</a>	GA	\$206,910	Executive Director	\$64,827	<b>\$62,481</b>	2025
<a href="#">Glenhagen Farm Retreat</a>	IL	\$196,629	Director	\$2,650	<b>\$2,639</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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 **303** organizations. Compensation range \$11–\$227,439; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$201,777); for reference, expenses \$189,086 and assets \$310,795.

ROLE MATCH	Rachel Weiyi Hui-hubbard, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 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	48 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	50 <sup>th</sup>
All sources (D + E + F), adjusted	44 <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 (Rachel Weiyi Hui-hubbard) 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 303 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,788 is reasonable (approximately the 48<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.