

Montessori In The Park Foundation

Executive Director / CEO

EIN 205604180
 AZ · NTEE B24
 FY ending 2025-07-31
 June 9, 2026

This analysis benchmarks the total compensation of **Kim Anderson, Executive Director / CEO** (\$24,231) against **every comparable organization** that fit the selection criteria — **14** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Kim Anderson — 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 (B24).

BUDGET Total revenue between \$1,839 and \$4,117 — 0.67x to 1.50x the subject's \$2,745 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

14 organizations qualified on sector, size, and geography

→ **14** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,064	\$31,423	\$53,807	\$93,152	\$119,993	\$24,231
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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 AZ 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
Gtcc Innovative Resources Corp	NC	\$2,610	Vice Preside	\$80,611	\$88,899	2024
Noble Family Support Fund	IL	\$2,573	Treasurer - Term	\$25,706	\$27,770	2023
Michigan Biotechnology Institute	MI	\$2,936	President & Chair	\$58,630	\$66,497	2023
Dudley Square Realty Corporation	MA	\$3,151	Treasurer/Chief Of Operations	\$30,741	\$29,483	2024
Mississippi Charter Schools Association	MS	\$3,160	Former Executive Director	\$108,000	\$128,382	2024
Nevada Vision Foundation	NV	\$3,375	Coo	\$72,000	\$75,043	2025
Rancho Santiago Community College	CA	\$3,443	Executive Director	\$41,807	\$39,669	2023
University Technology Development Corporation	NE	\$2,029	President	\$25,045	\$28,751	2024
Virginia State University Research Foundation	VA	\$2,000	Chairman	\$521,000	\$523,070	2025
Knowledge Standards Foundation	OH	\$3,775	President	\$86,283	\$100,419	2023
Kipp Metro Atlanta Opportunity Fund Inc	GA	\$3,860	Ceo	\$33,706	\$37,241	2023
Academy Global Learning	TX	\$3,869	Trustee	\$1,200	\$1,281	2024
Midtown Youth Academy	DC	\$3,937	President/Executive Direct	\$43,900	\$41,117	2024
Sage Future Inc	DE	\$3,975	Acting Director	\$87,895	\$94,569	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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 14 organizations — **below 15; treat the percentiles as indicative, not precise.** Compensation range \$1,281–\$523,070; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$2,745); for reference, expenses \$83,815 and assets \$1,033,004. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

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

RELATED-ORG PAY 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	7 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 (Kim Anderson) 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 14 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,231 is reasonable (approximately the 7th 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.