

Kidspirit Inc

Executive Director / CEO

EIN 208819825

NY · NTEE B90

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Elizabeth Dabney Hochman, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

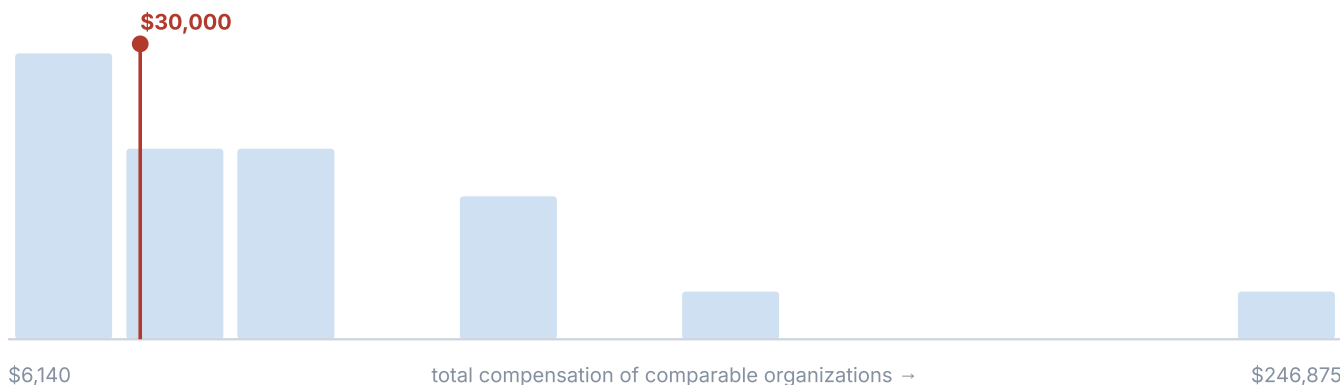
Benchmarked executive: Elizabeth Dabney Hochman — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$165,403 and \$370,306 — 0.67x to 1.50x the subject's \$246,871 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90) + NY + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,125	\$16,634	\$45,726	\$79,913	\$111,004	\$30,000
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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
Partners For A Better Education Inc	NY	\$247,629	Executive Dir.	\$47,077	\$45,726	2024
Hack Ny Inc	NY	\$241,537	Director	\$17,500	\$16,998	2024
Teaching Beyond The Square Inc	NY	\$257,880	Secretary/sr Educational D	\$65,882	\$63,992	2024
First Hand Learning Inc	NY	\$259,550	President/ceo	\$37,548	\$37,548	2023
The City Tutors Inc	NY	\$259,859	Executive Director	\$63,237	\$61,423	2024
Dream It Do It Western New York Inc	NY	\$232,010	President	\$58,263	\$56,591	2024
Ahalearning Inc	NY	\$228,977	President	\$36,000	\$36,000	2023
The Sife Equity Project Inc	NY	\$228,060	Secretary	\$13,940	\$13,540	2024
Livingston County Education Alliance In	NY	\$227,485	Preaident/ Ceo	\$10,868	\$10,556	2024
New York Math Circle Inc	NY	\$268,290	President	\$98,664	\$95,833	2024
Future Giants Corporation	NY	\$278,842	Interim Consulting Director	\$138,943	\$134,957	2024
Eg Prep Education Inc	NY	\$200,407	Executive Di	\$6,321	\$6,140	2024
Sunset Spark Inc	NY	\$195,116	Secretary	\$45,000	\$45,000	2023
Women In Innovation Inc	NY	\$299,293	Ceo	\$105,600	\$102,570	2024
Best Resource Center Inc	NY	\$192,042	President	\$11,600	\$11,267	2024
Even Ground Inc	NY	\$308,042	Executive Director	\$16,750	\$16,269	2024
Kura Labs Inc	NY	\$321,500	Founder & Ce	\$254,167	\$246,875	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
A Place For Kids	NY	\$338,491	Executive Director	\$60,000	\$60,000	2023
Digital Girl Incorporated	NY	\$338,555	Executive Director	\$100,880	\$105,016	2022

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2023 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	19 organizations. Compensation range \$6,140–\$246,875; filing years 2022–2024.
SIZE BASIS	Matched on total revenue (\$246,871); for reference, expenses \$285,918 and assets \$218,591.
ROLE MATCH	Elizabeth Dabney Hochman, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	32 nd
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	26 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 (Elizabeth Dabney Hochman) 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 19 similarly situated organizations (Same NTEE sector (B90) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 32nd 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.