

This analysis benchmarks the total compensation of **Pamela Konkol, Executive Director / CEO** (\$25,000) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

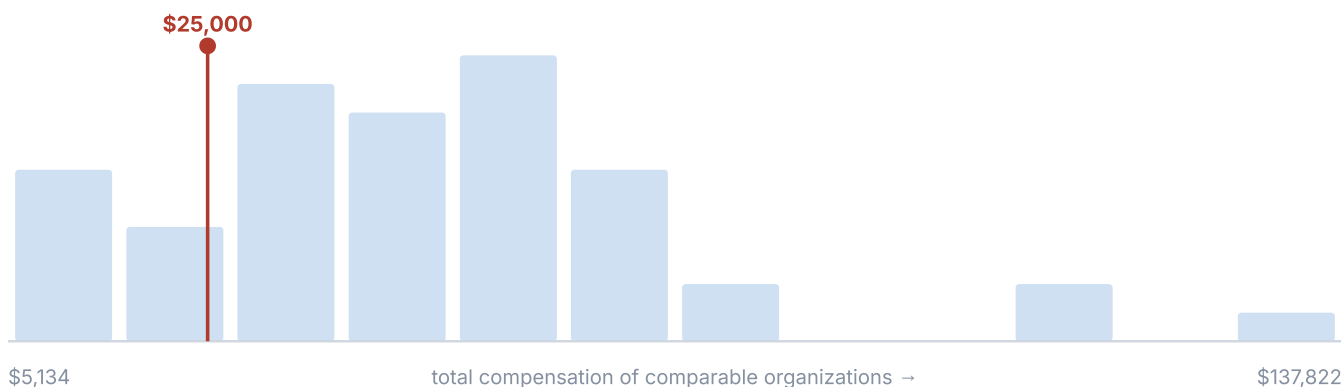
Benchmarked executive: Pamela Konkol — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B28C).
BUDGET	Total revenue between \$132,481 and \$296,601 — 0.67x to 1.50x the subject's \$197,734 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B28), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,331	\$30,567	\$41,671	\$55,015	\$72,189	\$25,000
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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 IL 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
Thrive International Programs Inc	PA	\$193,202	Board Member And Executive Director Of Organization	\$28,435	\$29,695	2023
Enlighten Learning Resource Inc	CA	\$204,112	Executive Director And Tutor	\$53,760	\$47,219	2024
Young Scientist Academy	NC	\$204,796	Director	\$52,083	\$53,328	2025
Institute Of Arts Music & Science	CA	\$207,449	Director	\$48,000	\$42,160	2024
Interplay Orchestra Inc	MD	\$208,276	Secretary - Partial Year	\$18,000	\$17,117	2024
Accorda Music Thanatology Inst	NV	\$209,536	Exec Director	\$31,200	\$31,811	2024
Illinois Special Education Charter	IL	\$210,000	Executive Director	\$110,357	\$113,617	2023
Re The Regenerative School	TN	\$210,456	Director	\$60,645	\$66,756	2023
The Uniquely Abled Project	CA	\$210,569	Founder & Pres.	\$38,433	\$33,757	2024
Fdr Corp	NV	\$181,714	Corporate Officer	\$39,798	\$40,578	2024
Utah Nihongo Hoshuukou	UT	\$215,751	Board Member	\$5,410	\$5,632	2024
The Kids Int'l Weekend School Inc	NJ	\$217,560	President	\$24,110	\$22,543	2023
California Technical Assistance Center	CA	\$175,447	Ceo-president	\$46,780	\$41,088	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Woolly Farms Foundation	KS	\$220,051	President	\$31,110	\$34,186	2024
Dahlia Montessori	NJ	\$223,136	Vice President	\$57,210	\$51,957	2024
Lotus Montessori Academy Inc	MA	\$224,038	President	\$36,923	\$34,747	2023
Resoarcnes Inc	KY	\$224,564	Executive Director	\$45,760	\$50,007	2024
Appalachian Banner Academy	TN	\$225,870	Executive Director	\$8,325	\$8,901	2024
Noorthoek Academy	MI	\$168,197	Executive Director	\$52,352	\$54,964	2024
Westside Support Services Foundation	CA	\$227,652	Cfo	\$14,760	\$12,964	2024
Hawthorn Montessori School	NC	\$161,527	Director	\$51,211	\$52,436	2025
Opportunities Collaborative For Students	NY	\$160,000	Executive Director	\$88,077	\$80,956	2024
Dream Catcher Therapy Center Inc	CO	\$235,687	Director	\$25,000	\$25,103	2023
Monarch Home School Inc	OH	\$238,294	President	\$64,246	\$67,431	2025
Flame Lily Montessori	CO	\$241,009	Director	\$55,000	\$53,644	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	48 organizations. Compensation range \$5,134–\$137,822; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$197,734); for reference, expenses \$143,552 and assets \$599,099.
ROLE MATCH	Pamela Konkol, reported title " <i>EXECUTIVE DI</i> ", 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.
OUTLIERS	3 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	19 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	19 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 (Pamela Konkol) 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 48 similarly situated organizations (Same NTEE sector (B28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,000 is reasonable (approximately the 19th 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.