

Mount Hope Montessori School Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Erin Clark, Executive Director / CEO** (\$33,750) against **every comparable organization** that fit the selection criteria — **1071** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

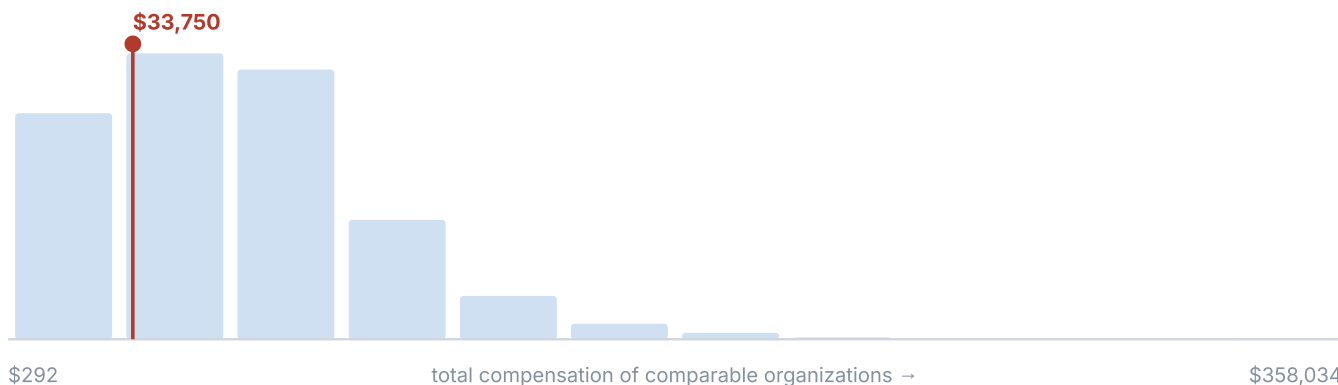
Benchmarked executive: Erin Clark — reported title “School Administrator”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$217,902 and \$487,840 — 0.67x to 1.50x the subject's \$325,227 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,071 organizations qualified on sector, size, and geography → **1,071** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,356	\$32,202	\$57,233	\$81,698	\$106,207	\$33,750
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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 CT 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
Open Doors To Future Possibilities Inc	CA	\$325,364	President	\$45,143	\$42,674	2024
Youth Volunteer Corps Of Hampton	VA	\$325,852	Executive Di	\$69,667	\$73,640	2024
Lubick Foundation	CO	\$326,003	Executive Dir.	\$54,238	\$56,936	2024
Advocates For Immigrant Survivors	TX	\$326,092	Co-executive Director	\$111,619	\$122,234	2024
Prepare Inc	MD	\$326,107	Co-founder Director Of Advocacy	\$43,771	\$44,799	2024
Donate Life North Carolina	NC	\$324,314	Executive Dir.	\$92,829	\$105,006	2024
Brenda's House Of Hope Inc	TN	\$324,249	President	\$88,197	\$101,493	2024
Heartlove Place Inc	WI	\$326,422	Executive Dir.	\$130,379	\$153,469	2023
Casa Of The Tennessee Valley	TN	\$324,024	Executive Di	\$65,742	\$77,887	2023
Shepherds House Of Portage County	OH	\$323,858	Executive Director	\$58,719	\$68,086	2024
The Clubhouse For Special Needs	TX	\$326,770	Administrative Director	\$53,280	\$60,070	2023
Striving For Excellence Academy Inc	FL	\$326,797	President	\$76,438	\$78,612	2024
Recovery Point Palatka Inc	FL	\$323,604	Coo	\$72,992	\$75,068	2024
Out Of A Jam Inc	IN	\$326,932	Executive Di	\$90,160	\$104,088	2024
Blue Mountain Escape Inc	PA	\$326,936	Manager	\$20,560	\$22,446	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pathway Initiative Inc	MA	\$323,288	Ceo	\$17,190	\$16,911	2024
Hermansky Pudlak Syndrome Network	NY	\$323,223	President	\$19,640	\$19,429	2024
Hope- Esperanza	NE	\$327,361	Employment Coordinator	\$20,800	\$23,860	2025
Inclusionworks	OH	\$327,438	President	\$1,300	\$1,552	2023
Oakwood Community Center Inc	NY	\$322,781	Executive Director	\$26,475	\$26,190	2024
Touched By Faith Ministries Internationa	TX	\$322,660	President	\$23,549	\$25,788	2024
Disability Resource Network	AL	\$327,865	Executive Director	\$58,077	\$68,689	2024
Litarts Ri	RI	\$327,897	Program Director	\$73,999	\$77,680	2024
Meals On Wheels Of Hendricks County Inc	IN	\$322,504	Executive Director	\$17,789	\$21,144	2023
One Challenge Usa	CO	\$327,988	Executive Director	\$8,466	\$8,887	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 **1071** organizations. Compensation range \$292–\$358,034; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$325,227); for reference, expenses \$277,604 and assets \$257,809.

ROLE MATCH	Erin Clark, reported title <i>"School Administrator"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	43 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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	27 th
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	25 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 (Erin Clark) 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 1071 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,750 is reasonable (approximately the 27th 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.