

# Jonesboro Day Care Center Inc

Executive Director / CEO

EIN 237204546

NC · NTEE P33Z

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Crystal Weldon, Executive Director / CEO** (\$46,316) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70<sup>th</sup>** percentile of comparable organizations within the typical range

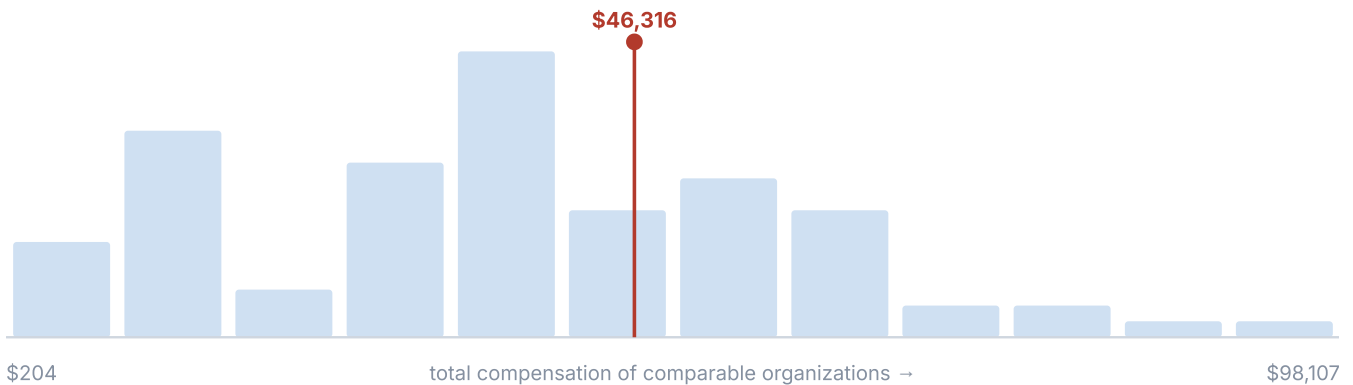
**Benchmarked executive:** Crystal Weldon — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P33Z).
BUDGET	Total revenue between \$107,133 and \$239,850 — 0.67x to 1.50x the subject's \$159,900 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P33), nationwide + budget 0.67–1.5x revenue.

**83** organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,541	\$20,833	\$36,421	\$51,095	\$62,260	\$46,316
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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 NC 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="#">Knowledge Is Power Foundation</a>	CA	\$159,673	President	\$39,000	<b>\$33,455</b>	2024
<a href="#">Downtown Childcare Center</a>	NM	\$160,314	Director	\$40,080	<b>\$42,824</b>	2024
<a href="#">Sterrs Day Care Center Inc</a>	AL	\$159,181	Director	\$20,308	<b>\$21,795</b>	2024
<a href="#">Missoula Parent Co-op Inc</a>	MT	\$160,661	Director	\$12,644	<b>\$13,191</b>	2025
<a href="#">Penns Grove-carneys Point Sacc Inc</a>	NJ	\$157,778	Director	\$9,675	<b>\$8,360</b>	2025
<a href="#">Linked Together Inc</a>	NH	\$165,914	Executive Director	\$106,954	<b>\$98,107</b>	2024
<a href="#">Pateros Treehouse Early Education</a>	WA	\$167,603	Executive Director	\$27,000	<b>\$24,723</b>	2023
<a href="#">Epcecf Day Care Center Inc</a>	NY	\$151,111	Executive Director	\$28,488	<b>\$26,328</b>	2023
<a href="#">Platte County Day Care Center</a>	WY	\$169,116	Executive Director	\$43,753	<b>\$45,343</b>	2025
<a href="#">Nursery Rhyme Inc</a>	LA	\$148,508	President	\$59,440	<b>\$65,021</b>	2024
<a href="#">First Gethsemane Center For Family Development Inc</a>	KY	\$172,706	Board Member	\$7,643	<b>\$8,398</b>	2023
<a href="#">Dree's Plahouse Christian Academy Inc</a>	IN	\$172,755	Executive Director	\$1,500	<b>\$1,618</b>	2023
<a href="#">Yolandas World Of Learning Center Inc</a>	LA	\$173,066	President	\$4,506	<b>\$4,929</b>	2024
<a href="#">Belknap Child Development Center</a>	MI	\$146,708	Treasurer	\$55,994	<b>\$57,415</b>	2024
<a href="#">Little Blossom Learning Center</a>	SD	\$174,767	Executive Di	\$14,615	<b>\$16,024</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Friendship Christian Learning Center Inc</a>	OH	\$176,823	Administrator	\$33,280	<b>\$36,051</b>	2023
<a href="#">Trinity Empowerment Consortium Inc</a>	FL	\$140,800	Executive Director	\$41,707	<b>\$38,923</b>	2024
<a href="#">Human Resource Center Inc</a>	CO	\$140,668	Executive Director	\$49,828	<b>\$46,241</b>	2025
<a href="#">Rise Up 4 Christ Inc</a>	GA	\$182,460	Executive Director	\$13,800	<b>\$13,429</b>	2025
<a href="#">Son-shine Corner Inc</a>	MN	\$183,452	Executive Director	\$45,751	<b>\$46,236</b>	2023
<a href="#">Sugar &amp; Spice Child Care Center</a>	MI	\$183,796	President	\$50,000	<b>\$51,269</b>	2024
<a href="#">Lily Missions Center</a>	MI	\$189,295	President	\$24,615	<b>\$25,985</b>	2023
<a href="#">Fueling Embers Youth Ministry</a>	MO	\$128,445	President	\$35,120	<b>\$36,952</b>	2024
<a href="#">Little Tikes Daycare Inc</a>	SD	\$192,554	Co-ex Director	\$25,381	<b>\$27,827</b>	2024
<a href="#">Dover Educational &amp; Community Center Inc</a>	DE	\$125,155	Office Manager And Head Teacher	\$9,320	<b>\$9,333</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 83 organizations. Compensation range \$204–\$98,107; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$159,900); for reference, expenses \$172,672 and assets \$1,752.

**ROLE MATCH** Crystal Weldon, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO.  
**Selected as the organization's highest-paid individual without an exact title match — the**

**board should confirm this is a comparable role.**

RELATED-ORG PAY	4 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	70 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	69 <sup>th</sup>
Reportable pay only (column D), adjusted	70 <sup>th</sup>
All sources (D + E + F), adjusted	67 <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 (Crystal Weldon) 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 83 similarly situated organizations (Same NTEE sector (P33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,316 is reasonable (approximately the 70<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.