

Central Child Care Of Wv

Executive Director / CEO

EIN 237316457
 WV · NTEE P33Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Yvonne Black, Executive Director / CEO** (\$44,174) against **every comparable organization** that fit the selection criteria — **365** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

Benchmarked executive: Yvonne Black — 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 \$325,672 and \$729,118 — 0.67x to 1.50x the subject's \$486,079 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P33), nationwide + budget 0.67–1.5x revenue.

365 organizations qualified on sector, size, and geography → **365** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,425	\$39,911	\$51,430	\$65,125	\$82,627	\$44,174
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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 WV 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
Binghampton Community Christian Life Center	TN	\$485,688	Day Care Director	\$39,452	\$38,300	2024
Johnson County Learning Center Inc	IN	\$484,508	Executive Di	\$52,000	\$50,646	2024
Northwest Child Development Centers	NC	\$483,059	Ceo	\$92,661	\$91,039	2023
Children Country & Lives Ccl	CA	\$482,987	Member	\$15,600	\$12,121	2025
Lake Bowen Child Development Center	SC	\$489,660	Director	\$41,345	\$39,837	2024
Wisdomworks	CA	\$490,269	Ceo	\$63,840	\$49,601	2025
Children's Academy For Education	TN	\$490,869	Ceo	\$9,843	\$9,556	2024
Cedar County Coordinated Child Care	IA	\$493,998	Director	\$65,403	\$64,435	2025
Kids Corral Inc	IA	\$477,688	Daycare Director	\$55,068	\$55,688	2024
Longview Child Development Center	TX	\$477,362	Executive Di	\$56,387	\$52,094	2024
Bright Eyes Quality Child Care Inc	FL	\$494,858	President, Ceo	\$96,900	\$86,557	2023
Saugerties Early Childhood Learning	NY	\$494,960	President	\$15,860	\$13,236	2024
Trinity Child Development Center	TX	\$495,386	Executive Director	\$59,500	\$56,593	2023
Corridor Christian Early Learning Center	IA	\$495,397	Executive Dir.	\$57,000	\$59,345	2023
Twin Bridge Playschool Inc	NY	\$476,436	President	\$25,750	\$21,490	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
El Kinder Bilingual Academy Inc	TX	\$475,678	Ass Director	\$47,970	\$44,318	2024
Woods Hole Day Care Cooperative Inc	MA	\$475,050	Registrar	\$33,352	\$26,967	2025
Community Childrens Center	CT	\$497,579	Executive Director	\$20,713	\$17,474	2025
Fairmount Christian Child Care	VA	\$470,308	Child Care Director	\$63,670	\$58,456	2023
First Congregational Preschool Inc	CT	\$503,076	Executive Director	\$78,090	\$65,880	2025
Kid Station At Heritage	IA	\$503,388	Executive Di	\$71,555	\$72,361	2024
Amerikids Christian Center	MO	\$467,435	Assistant Director	\$69,750	\$66,472	2025
Jars Of Clay Childrens Center Inc	KS	\$467,005	Program Director	\$48,000	\$47,893	2024
Mansfield Training School Dist 1199	CT	\$506,036	Director	\$68,654	\$57,919	2025
Alpha Day Care Center (A New Jersey Non Profit Corporation)	NJ	\$506,720	Director	\$99,100	\$81,719	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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 365 organizations. Compensation range \$145–\$353,178; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$486,079); for reference, expenses \$485,733 and assets \$35,031.

ROLE MATCH Yvonne Black, 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 9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 21 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	36 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	35 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 (Yvonne Black) 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 365 similarly situated organizations (Same NTEE sector (P33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,174 is reasonable (approximately the 36th 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.