

Church Street Community Ltd

Executive Director / CEO

EIN 262909005

NY · NTEE P33

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Holly Weber, Executive Director / CEO** (\$33,850) against **every comparable organization** that fit the selection criteria — **148** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

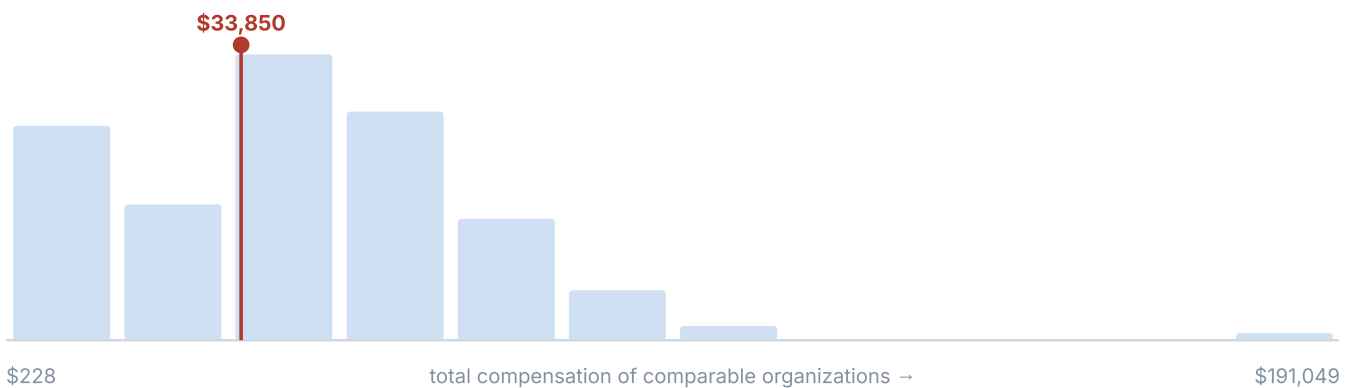
Benchmarked executive: Holly Weber — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P33).
BUDGET	Total revenue between \$136,320 and \$305,194 — 0.67x to 1.50x the subject's \$203,463 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P33), nationwide + budget 0.67–1.5x revenue.

148 organizations qualified on sector, size, and geography → **148** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$10,081	\$21,926	\$41,431	\$57,818	\$71,943	\$33,850
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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
Teach & Learn Childcare Inc	OH	\$203,003	Director	\$24,050	\$29,022	2023
Chicago Latvian Child Care And Preschool	IL	\$202,749	Director	\$50,033	\$56,042	2023
Cornerstone Association Of Ministers And Educators Inc	TX	\$202,695	Vice President	\$12,000	\$13,284	2024
Country Living Learning Center	CO	\$202,409	Center Director	\$37,894	\$41,398	2023
Larry Kings Clubhouse Childrens	NC	\$204,986	Executive Dir.	\$67,915	\$79,952	2023
Crestline Child Care Inc	OH	\$201,072	Director	\$42,798	\$50,164	2024
Community Childhood Learning Place	ME	\$200,452	President	\$200	\$228	2023
Wapakoneta Children's Learning Cent	OH	\$206,601	Admin / Dire	\$38,080	\$43,483	2025
Grandmothers House Of San Luis Obispo County	CA	\$207,192	Director	\$60,205	\$59,231	2023
Horizons Unlimited Inc	ME	\$207,295	President	\$11,400	\$13,006	2023
Little Busy Bodies Daycare Inc Nfp	IL	\$207,410	Director/lead Teacher	\$6,000	\$6,528	2024
Cooperation Station	MN	\$199,204	Director	\$43,468	\$48,936	2023
Tullahoma Day Care Center Inc	TN	\$207,826	Director	\$54,498	\$63,394	2024
Ortega Trail Youth Center Inc	CA	\$198,831	Secretary	\$53,281	\$52,419	2023
Native American Child Care Center Inc	IA	\$198,432	Executive Director	\$54,998	\$68,610	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Center City Academy Inc	KS	\$197,304	Development Director	\$65,000	\$77,711	2024
Successful Children Learning Center ll	MD	\$210,269	President	\$33,203	\$35,367	2023
Greenacres Child Care Center	TX	\$210,721	President	\$34,563	\$38,261	2024
Keeps Inc	NY	\$210,746	Executive Director	\$84,150	\$84,150	2024
Care And Share Day Homes Inc	GA	\$210,774	Director	\$76,282	\$84,880	2024
Telluride Preschool And Daycare Inc	CO	\$211,454	President/director	\$65,148	\$71,173	2023
Toledo Independent Childcare Center	OH	\$195,395	Ceo	\$13,800	\$16,653	2023
First United Methodist Church	SC	\$211,830	Director	\$37,019	\$44,001	2023
Child Christ Playhouse Ministries	IN	\$194,908	President	\$9,901	\$11,555	2024
Stacyville Kids Care Inc	IA	\$212,849	Director	\$47,690	\$57,787	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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 **148** organizations. Compensation range \$228–\$191,049; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$203,463); for reference, expenses \$188,200 and assets \$64,531.

ROLE MATCH Holly Weber, 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 5 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	34 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	32 nd

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 (Holly Weber) 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 148 similarly situated organizations (Same NTEE sector (P33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,850 is reasonable (approximately the 34th 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.