

# Eclectic Teaching Consortium

Executive Director / CEO

EIN 270323096

AR · NTEE B80

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Angela Lathrom, Executive Director / CEO** (\$31,217) against **every comparable organization** that fit the selection criteria — **108** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 31<sup>st</sup> percentile of comparable organizations**

within the typical range

**Benchmarked executive:** Angela Lathrom — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (B80).

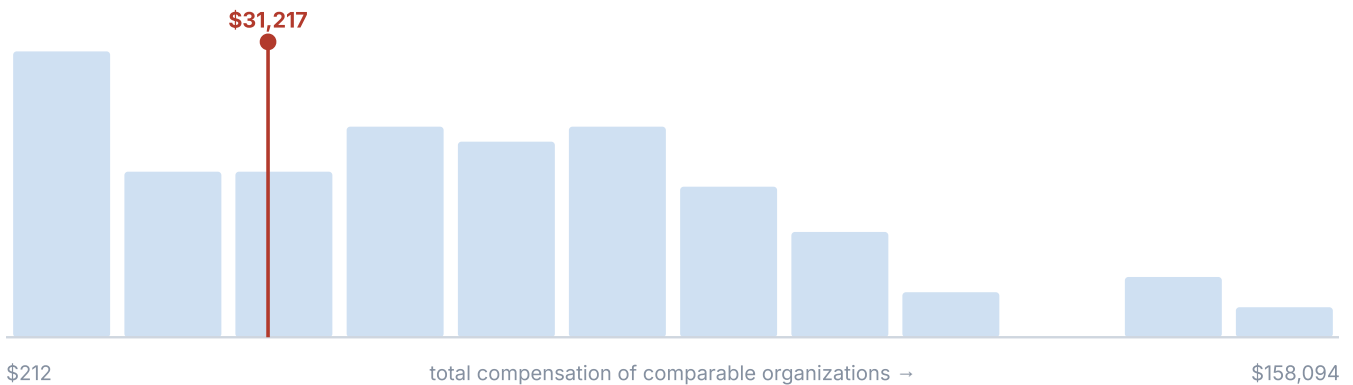
**BUDGET** Total revenue between \$301,537 and \$675,084 — 0.67x to 1.50x the subject's \$450,056 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B80), nationwide + budget 0.67–1.5x revenue.

**108** organizations qualified on sector, size, and geography

→ **108** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,329	\$23,085	\$50,258	\$77,448	\$99,147	<b>\$31,217</b>
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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 AR 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="#">International House Davis</a>	CA	\$451,451	Executive Dir.	\$98,119	<b>\$77,370</b>	2024
<a href="#">Practice After School Program</a>	WY	\$452,557	Fiscal & It	\$40,810	<b>\$39,906</b>	2024
<a href="#">Level Up Cincinnati</a>	OH	\$453,506	Executive Director	\$80,625	<b>\$80,284</b>	2023
<a href="#">Ohio School Resource Officers</a>	OH	\$462,423	Executive Di	\$77,878	<b>\$75,324</b>	2024
<a href="#">Kut Different</a>	FL	\$437,163	Presidence	\$80,960	<b>\$71,504</b>	2023
<a href="#">North Star Self-directed Learning For Teens Inc</a>	MA	\$436,159	Executive Director	\$35,000	<b>\$27,981</b>	2025
<a href="#">Nature Track Foundation Inc</a>	CA	\$465,833	President & Ceo	\$62,550	<b>\$49,323</b>	2024
<a href="#">Loving Savior Lutheran Chinese School</a>	CA	\$433,875	Ceo	\$28,363	<b>\$23,025</b>	2023
<a href="#">Las Floristas Inc</a>	CA	\$430,769	Executive Di	\$50,000	<b>\$38,410</b>	2025
<a href="#">Enriching Partnerships For Early Learning</a>	IL	\$473,033	Executive Director	\$80,533	<b>\$70,436</b>	2025
<a href="#">Hendricks College Network</a>	IN	\$424,534	Non-voting Executive Direc	\$83,581	<b>\$80,488</b>	2024
<a href="#">Columbia-greene Community</a>	NY	\$475,912	Secretary	\$918	<b>\$780</b>	2023
<a href="#">Bioquest Curriculum Consortium</a>	NH	\$423,272	President	\$30,900	<b>\$26,824</b>	2023
<a href="#">College Affordable Inc</a>	MA	\$478,589	Executive Director/clerk	\$171,553	<b>\$140,776</b>	2024
<a href="#">Lake Geauga Educational Assistance</a>	OH	\$480,156	Executive Director	\$80,348	<b>\$80,008</b>	2023
<a href="#">Persist Nashville</a>	TN	\$417,857	Founder	\$119,890	<b>\$115,080</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Jewish Intuition Inc</a>	NY	\$415,896	Pres.	\$14,000	<b>\$11,894</b>	2023
<a href="#">Youth Tech Inc</a>	KS	\$484,809	Executive Director	\$146,000	<b>\$144,035</b>	2024
<a href="#">The Green Thumb Initiative Inc</a>	CO	\$486,893	Ceo	\$90,530	<b>\$81,612</b>	2023
<a href="#">Nevada Center For Civic Engagement</a>	NV	\$487,302	Executive Director	\$96,000	<b>\$87,873</b>	2024
<a href="#">Hope Learning Center</a>	WA	\$412,085	Treasurer	\$68,112	<b>\$54,251</b>	2025
<a href="#">Bend Science Station</a>	OR	\$410,320	Executive Dir.	\$121,000	<b>\$102,611</b>	2024
<a href="#">Embright Education</a>	NJ	\$492,664	Executive Dir.	\$54,000	<b>\$42,893</b>	2025
<a href="#">The Center For Entrepreneurial</a>	ME	\$406,335	Ceo	\$81,550	<b>\$74,570</b>	2024
<a href="#">Baltimore Urban Debate League Inc</a>	MD	\$404,806	Executive Direc	\$80,000	<b>\$70,316</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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	<b>108</b> organizations. Compensation range \$212–\$158,094; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$450,056); for reference, expenses \$467,784 and assets \$17,353.
ROLE MATCH	Angela Lathrom, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	31 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	28 <sup>th</sup>
Reportable pay only (column D), adjusted	36 <sup>th</sup>
All sources (D + E + F), adjusted	26 <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 (Angela Lathrom) 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 108 similarly situated organizations (Same NTEE sector (B80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,217 is reasonable (approximately the 31<sup>st</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.