

Sunnyside Daycare

Executive Director / CEO

EIN 271053522
 IL · NTEE P33
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Valentine Honore, Executive Director / CEO** (\$85,100) against **every comparable organization** that fit the selection criteria — **349** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P33).
BUDGET	Total revenue between \$298,469 and \$668,215 — 0.67x to 1.50x the subject's \$445,477 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P33), nationwide + budget 0.67–1.5x revenue.

349 organizations qualified on sector, size, and geography → **349** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,974	\$42,182	\$55,042	\$69,542	\$86,331	\$85,100
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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 IL 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
Saving All Children	CA	\$444,706	Executive Dir.	\$47,400	\$41,633	2024
Winn Area Activity Center	MI	\$444,617	President	\$250	\$262	2024
Petersburg Children's Center Inc	AK	\$443,267	Executive Director & Treasurer	\$40,328	\$39,218	2024
Learn N Move	ND	\$448,030	Center Director (Jan-july)	\$24,203	\$27,815	2023
Bright Beginnings Childrens Center	MA	\$442,551	President	\$50,300	\$45,977	2024
Irvington Childrens Center Inc	NY	\$441,888	Executive Dir.	\$80,550	\$74,037	2024
Miss Tinas Preeschool Inc	AR	\$449,326	President	\$38,540	\$44,065	2024
Greater St Paul Day Care And	FL	\$441,522	Executive Di	\$79,000	\$75,489	2024
Sunny Bunch Christian Childcare Center Inc	MI	\$449,651	Chairman Of The Board	\$48,880	\$52,835	2023
Rhemas Child Care Center Inc	MI	\$450,234	President	\$66,800	\$72,204	2023
Aunt Faye Early Learning Academy	TX	\$440,385	Ceo	\$30,333	\$30,068	2025
W C Christian Child	SC	\$452,529	Assistant	\$45,238	\$51,449	2022
Archer Cooperative Nursery School Inc	NJ	\$436,947	Executive Dir.	\$50,345	\$44,543	2025
Aspire Inc	NJ	\$436,487	Director	\$173,725	\$157,772	2024
Islip School Age Child Care Corp	NY	\$455,271	Program Director	\$85,563	\$76,617	2025
St Paul Outreach Inc	IL	\$456,021	Center Director	\$60,298	\$60,298	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Garden Gate Child Development	MA	\$433,968	President & Co-director	\$70,210	\$64,175	2024
Garden Grove 1st Preschool Inc	CA	\$433,887	President	\$38,400	\$34,724	2023
Kids Are Kids Learning Center Inc	MS	\$457,510	President	\$19,500	\$22,744	2023
Readiness Center Inc	MI	\$432,212	Executive Director	\$64,000	\$67,193	2024
Community Child Care Center Of	NY	\$459,282	Executive Director	\$67,745	\$62,267	2024
Enchanted Days Learning Center	MS	\$459,592	Board Member	\$73,916	\$86,211	2023
London Bridge Child Care Center Inc	RI	\$459,901	Executive Director	\$93,440	\$91,136	2024
Early Childhood Center Inc	MD	\$430,955	Vice President	\$2,256	\$2,090	2025
Little Treasures Preschool Inc	CO	\$430,089	Executive Dir.	\$69,427	\$65,969	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	349 organizations. Compensation range \$262–\$388,968; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$445,477); for reference, expenses \$459,197 and assets \$35,387.
ROLE MATCH	Valentine Honore, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 16 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	89 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	88 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 (Valentine Honore) 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 349 similarly situated organizations (Same NTEE sector (P33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,100 is reasonable (approximately the 89th 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.