

The Chatfield Edge

Executive Director / CEO

EIN 310840764
OH · NTEE B41Z
FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Robert Elmore, Executive Director / CEO** (\$162,233) against the **2000** closest of **2,987** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Robert Elmore — 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 (B41Z).
BUDGET	Total revenue between \$212,349 and \$475,408 — 0.67x to 1.50x the subject's \$316,939 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

2,987 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$8,529	\$23,995	\$45,896	\$68,587	\$93,317	\$162,233
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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 OH 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
Helping Hand Developmental Center	NC	\$316,904	Executive Director (7/1/23 - 10/13/23)	\$25,661	\$25,034	2024
Childrens Genesis Inc	TX	\$316,975	President	\$40,014	\$37,791	2024
Abukloi Foundation	VA	\$317,014	Vice President	\$37,500	\$35,196	2023
Whitefield Library	ME	\$316,853	Manager	\$6,675	\$6,497	2023
The Educator Collective	TX	\$317,037	Executive Director	\$125,767	\$118,780	2024
Miramar College Foundation Inc	CA	\$316,779	College Pres	\$26,256	\$21,406	2024
Chess & Community Inc	GA	\$316,662	Ceo	\$30,000	\$29,321	2023
University Of Iowa Research	IA	\$316,627	President	\$43,544	\$46,345	2023
Kent State University Research Corp	OH	\$316,581	Presidentceoboard Chair	\$20,224	\$20,821	2023
Cohutta Arrows Kingdom Academy	GA	\$317,459	President	\$19,167	\$18,196	2024
Nowmattersnow Org	WA	\$316,324	President, Treasurer, & Ceo	\$155,600	\$131,529	2024
Reach Academy Inc	FL	\$317,631	Director	\$55,814	\$48,228	2025
Two Bikes Chattanooga	TN	\$317,905	Ceo	\$38,817	\$38,523	2024
Heart Missionary Training Institute	FL	\$317,972	Executive Di	\$42,000	\$38,353	2023
Faith Christian Academy	TN	\$315,881	Executive Dir.	\$44,952	\$43,462	2025
Allium Montessori School Inc	MA	\$315,872	Director & President	\$77,803	\$67,960	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
South Sudanese Enrichment For Families	MA	\$315,794	Executive Director & Presi	\$65,000	\$55,148	2024
Lord Of Life Christian Preschool	OH	\$318,105	Education Director	\$41,886	\$43,123	2023
Real Estate Society Inc	CA	\$318,110	President	\$10,720	\$8,515	2025
Blockchain Acceleration Foundation	CA	\$318,194	Head Of Operations	\$53,162	\$43,342	2024
Leadership Education Mission Alliance Lema Inst	MI	\$315,656	President	\$70,000	\$68,217	2024
School Discovery Network	TX	\$318,228	Executive Dir.	\$69,263	\$65,415	2024
The Learning Nest Cincinnati	OH	\$318,257	Director President	\$35,000	\$35,000	2024
Rockaway Borough Education Foundation A	NJ	\$318,305	Secretary	\$66,388	\$55,963	2024
Mtv Inc	MD	\$315,504	President	\$8,300	\$7,543	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 **2000** organizations. Compensation range \$1–\$503,874; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$316,939); for reference, expenses \$1,393,302 and assets \$8,276,563. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Robert Elmore, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	208 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	53 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	99 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	92 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 (Robert Elmore) 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 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$162,233 is reasonable (approximately the 99th 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.