

# College Properties Of Oberlin Inc

Executive Director / CEO

EIN 341658407  
OH · NTEE B421  
FY ending 2025-06-30  
June 9, 2026

This analysis benchmarks the total compensation of **Rebecca Vazquez-skillings, Executive Director / CEO** (\$75,093) against the **2000** closest of **2,027** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Rebecca Vazquez-skillings — reported title “PRESIDENT/TRUSTEE”, 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 (B421).
BUDGET	Total revenue between \$137,297 and \$307,381 — 0.67x to 1.50x the subject's \$204,921 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

**2,027** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$7,216	\$20,537	\$41,143	\$62,577	\$88,298	<b>\$75,093</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 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
<a href="#">Pde Action</a>	VA	\$205,000	Executive Director	\$8,876	<b>\$8,306</b>	2024
<a href="#">Annunciation Austin</a>	TX	\$205,036	Director Of Education	\$48,105	<b>\$46,635</b>	2024
<a href="#">Young Scientist Academy</a>	NC	\$204,796	Director	\$52,083	<b>\$50,810</b>	2025
<a href="#">Amplify Arts</a>	NE	\$205,050	Executive Co-director	\$67,688	<b>\$72,639</b>	2023
<a href="#">The Big Barn Preschool</a>	IL	\$205,060	President	\$9,965	<b>\$9,495</b>	2024
<a href="#">Game Changers Leadership Institute</a>	CA	\$205,080	President	\$24,000	<b>\$20,678</b>	2023
<a href="#">Living Learning Libraries</a>	FL	\$205,111	Treasurer	\$49,340	<b>\$44,920</b>	2024
<a href="#">Dimmick Memorial Library</a>	PA	\$204,697	Director	\$44,340	<b>\$42,852</b>	2024
<a href="#">Tara Sawyer Foundation</a>	TX	\$205,242	Executive Director	\$75,000	<b>\$72,707</b>	2024
<a href="#">Triangle Bikeworks Inc</a>	NC	\$205,262	Executive Di	\$34,000	<b>\$34,047</b>	2024
<a href="#">Wayfinders Inc</a>	IN	\$205,270	Executive Director	\$85,000	<b>\$86,870</b>	2024
<a href="#">Silverspot Nursery School</a>	CA	\$205,277	Teacher/director	\$79,177	<b>\$68,216</b>	2023
<a href="#">Boosted Diplomas</a>	NV	\$204,559	Executive Di	\$69,692	<b>\$67,701</b>	2024
<a href="#">Anastasis Academy</a>	CO	\$204,546	Executive Di	\$38,646	<b>\$35,913</b>	2024
<a href="#">American Academy Of Cosmetic Dentistry</a>	WI	\$205,297	Executive Director	\$22,604	<b>\$22,878</b>	2024
<a href="#">Millennium Leadership Christian Academy Inc</a>	FL	\$204,543	Director	\$46,450	<b>\$42,289</b>	2024
<a href="#">Gaia Democratic School</a>	MN	\$205,347	Officer-key Employee	\$40,000	<b>\$38,304</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Graham County Electric Cooperative</a>	AZ	\$205,368	President	\$40,546	<b>\$38,906</b>	2023
<a href="#">Book Drive For Kids</a>	TX	\$204,436	Executive Director	\$50,000	<b>\$48,472</b>	2024
<a href="#">Mercy Christian Academy</a>	LA	\$204,384	Board Member	\$32,296	<b>\$35,483</b>	2023
<a href="#">Bli Learning Labs Incorporated</a>	FL	\$205,474	Executive Director	\$44,978	<b>\$39,894</b>	2025
<a href="#">Harford County Education Foundation Inc</a>	MD	\$204,365	President	\$65,833	<b>\$58,110</b>	2025
<a href="#">Iowa Association Of Christian Schools</a>	IA	\$205,486	Executive Director	\$60,000	<b>\$62,027</b>	2025
<a href="#">Decode Project Inc</a>	KY	\$204,353	Executive Director	\$60,951	<b>\$61,827</b>	2025
<a href="#">Medina Community Library</a>	TX	\$205,509	Library Director	\$45,360	<b>\$43,973</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>2000</b> organizations. Compensation range \$1–\$426,391; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$204,921); for reference, expenses \$202,949 and assets \$5,146,937.
ROLE MATCH	Rebecca Vazquez-skilling, reported title " <i>PRESIDENT/TRUSTEE</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	242 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 64 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	84 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	82 <sup>nd</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	98 <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 (Rebecca Vazquez-skilling) 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 \$75,093 is reasonable (approximately the 84<sup>th</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.