

# Tri-con Child Care Center Inc

Executive Director / CEO

EIN 362708769

IL · NTEE P33Z

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Pam Feinberg, Executive Director / CEO** (\$80,846) against **every comparable organization** that fit the selection criteria — **312** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Pam Feinberg — 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 (P33Z).
BUDGET	Total revenue between \$250,287 and \$560,344 — 0.67x to 1.50x the subject's \$373,563 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P33), nationwide + budget 0.67–1.5x revenue.

**312** organizations qualified on sector, size, and geography → **312** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,771	\$36,468	\$54,231	\$67,687	\$83,529	\$80,846
----------	----------	----------	----------	----------	----------



## ● 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
<a href="#">Destiny Kidz Center</a>	WA	\$373,878	President	\$26,000	<b>\$25,022</b>	2023
<a href="#">Rainbow Child Care Center</a>	MS	\$374,365	Director	\$855	<b>\$1,024</b>	2023
<a href="#">Steampark Inc</a>	NJ	\$375,507	Executive Di	\$58,500	<b>\$56,144</b>	2023
<a href="#">Lifeways Of Wisconsin Inc</a>	WI	\$376,674	Secretary/treasurer	\$56,413	<b>\$59,927</b>	2025
<a href="#">Children's Castle Inc</a>	SD	\$369,953	President	\$21,240	<b>\$25,198</b>	2023
<a href="#">Kids Club Kids</a>	SD	\$369,860	Executive Director	\$45,695	<b>\$54,209</b>	2023
<a href="#">Sanctuary Life Inc</a>	IN	\$378,115	Secretary	\$12,000	<b>\$13,603</b>	2023
<a href="#">Lindale Child Care Program</a>	VA	\$368,650	Executive Director	\$67,532	<b>\$68,080</b>	2024
<a href="#">Sharon Studer Inc</a>	TX	\$378,476	Executive Direc	\$54,033	<b>\$56,433</b>	2024
<a href="#">God's Hands Academy</a>	CA	\$378,715	President	\$110,651	<b>\$99,760</b>	2024
<a href="#">Lasalle Early Childhood Center Inc</a>	NY	\$379,537	Pres/exec Dir	\$57,087	<b>\$53,859</b>	2024
<a href="#">Friends Of Potrero Hill Nursery</a>	CA	\$367,416	Director	\$106,558	<b>\$96,069</b>	2024
<a href="#">Bright Futures Growth And Development</a>	CA	\$379,961	President & Ceo	\$59,615	<b>\$53,747</b>	2024
<a href="#">Mendota Child Development Center Inc</a>	IL	\$380,705	Director	\$21,235	<b>\$22,441</b>	2023
<a href="#">Little Bears Playhouse Inc</a>	AK	\$365,259	Executive Dir.	\$64,247	<b>\$66,026</b>	2023
<a href="#">The Happy Day Express Inc</a>	IL	\$382,261	Admin Director	\$45,044	<b>\$47,601</b>	2023
<a href="#">Olin Day Care Inc</a>	IA	\$364,529	Executive Director	\$46,344	<b>\$51,615</b>	2025
<a href="#">Jazzyz Little Treasurez Childcare And Learning Ctr</a>	SC	\$364,491	President	\$78,000	<b>\$84,961</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Tender Loving Care Creative Learning</a>	MS	\$383,031	Vice President	\$44,352	<b>\$53,098</b>	2023
<a href="#">Urban Learning And Teaching Center</a>	DC	\$383,216	Executive Di	\$70,923	<b>\$64,981</b>	2024
<a href="#">Sandite Child Development Center Inc</a>	OK	\$363,871	Director	\$59,486	<b>\$68,390</b>	2024
<a href="#">Threshold Montessori School</a>	TN	\$363,613	Executive Director	\$85,800	<b>\$94,163</b>	2024
<a href="#">Morrison Community Day Care Center</a>	IL	\$383,595	Staff Director	\$38,795	<b>\$40,998</b>	2023
<a href="#">Big Top Education Centerinc</a>	KS	\$363,432	Childcare Di	\$50,695	<b>\$57,182</b>	2024
<a href="#">Early Steps Learning Foundation</a>	MN	\$384,953	Executive Director	\$43,660	<b>\$46,373</b>	2023

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

## Sample, role match & sensitivity

PEER COUNT	312 organizations. Compensation range \$270–\$399,260; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$373,563); for reference, expenses \$441,980 and assets \$175,899.
ROLE MATCH	Pam Feinberg, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 4 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	88 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	90 <sup>th</sup>
Reportable pay only (column D), adjusted	90 <sup>th</sup>
All sources (D + E + F), adjusted	88 <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 (Pam Feinberg) 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 10, 2026, comparing compensation against 312 similarly situated organizations (Same NTEE sector (P33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,846 is reasonable (approximately the 88<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 10, 2026.