

# White Oak Farm & Education Center

Executive Director / CEO

EIN 412078214

OR · NTEE O52

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Taylor Starr, Executive Director / CEO** (\$42,500) against **every comparable organization** that fit the selection criteria — **769** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36<sup>th</sup>** percentile of comparable organizations within the typical range

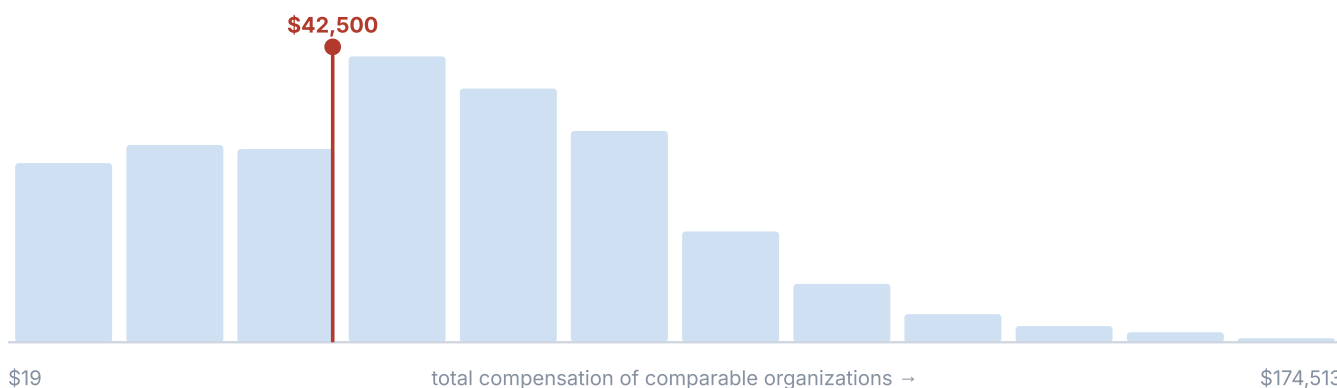
**Benchmarked executive:** Taylor Starr — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O52).
BUDGET	Total revenue between \$162,162 and \$363,051 — 0.67x to 1.50x the subject's \$242,034 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

**769** organizations qualified on sector, size, and geography → **769** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,323	\$29,875	\$55,113	\$75,134	\$95,963	\$42,500
----------	----------	----------	----------	----------	----------



## ● 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 OR 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="#">Reb Sports Academy Inc</a>	OH	\$242,165	Director	\$4,125	<b>\$4,844</b>	2023
<a href="#">The Dallas Friendship Circle Inc</a>	TX	\$241,828	Director	\$48,750	<b>\$52,512</b>	2024
<a href="#">Teen Center Usa</a>	CA	\$242,595	Executive Director	\$54,080	<b>\$51,771</b>	2023
<a href="#">Apex Youth Connection</a>	ME	\$241,409	Executive Director	\$66,911	<b>\$72,148</b>	2024
<a href="#">Be The Voice Inc</a>	GA	\$242,700	Executive Director	\$46,000	<b>\$48,521</b>	2025
<a href="#">The Degood Foundation</a>	VA	\$241,261	Executive Director	\$9,419	<b>\$9,793</b>	2024
<a href="#">Bent On Learning Inc</a>	NY	\$242,934	Executive Dir.	\$147,300	<b>\$147,564</b>	2023
<a href="#">Lanai Academy Of Performing Arts In</a>	HI	\$241,109	Exec & Music	\$76,125	<b>\$73,391</b>	2024
<a href="#">Nature Rangers Wilderness Programs</a>	CA	\$243,102	Executive Director	\$46,489	<b>\$43,227</b>	2024
<a href="#">Rocksolid Community Teen Center</a>	WA	\$240,936	Executive Dir.	\$70,000	<b>\$65,747</b>	2025
<a href="#">Kansas Bible Camp Inc</a>	KS	\$243,192	Director	\$20,860	<b>\$23,641</b>	2025
<a href="#">Day Dreams Foundation</a>	MO	\$243,310	Executive Di	\$20,492	<b>\$23,372</b>	2024
<a href="#">Ross Valley Lacrosse Club</a>	CA	\$240,743	President	\$62,471	<b>\$56,591</b>	2025
<a href="#">Halt Violence</a>	OH	\$240,534	Founder/ceo	\$99,364	<b>\$113,327</b>	2024
<a href="#">South Carolina Early Childhood</a>	SC	\$240,454	Executive Director	\$45,651	<b>\$51,284</b>	2024
<a href="#">Connect To Greatness Inc</a>	FL	\$243,758	Executive Dir.	\$90,000	<b>\$91,043</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Triumph Futbol Club Inc</a>	TX	\$240,283	Director Of Soccer Operations; Coach	\$116,613	<b>\$129,321</b>	2023
<a href="#">Imagine Me Ministries Inc</a>	MD	\$243,844	Executive Director	\$104,315	<b>\$105,017</b>	2024
<a href="#">Sebastopol Sea Serpents</a>	CA	\$240,202	Head Coach	\$143,552	<b>\$133,480</b>	2024
<a href="#">City Hearts Kids Say Yes To The</a>	CA	\$243,926	Executive Di	\$101,250	<b>\$94,146</b>	2024
<a href="#">Rosati Leadership Academy</a>	ME	\$240,012	Executive Director	\$78,833	<b>\$85,003</b>	2024
<a href="#">Crystal Lake Teen Center</a>	IL	\$244,067	President And Executive Director	\$1,500	<b>\$1,588</b>	2024
<a href="#">Charlotte Gaymers Network Inc</a>	NC	\$244,173	Executive Director	\$60,000	<b>\$66,759</b>	2024
<a href="#">Laru Beya Collective Incorporated</a>	NY	\$239,790	Executive Director	\$20,000	<b>\$19,461</b>	2024
<a href="#">Child Evangelism Fellowship Of Ches</a>	PA	\$239,760	Director	\$77,416	<b>\$85,589</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	769 organizations. Compensation range \$19–\$174,513; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$242,034); for reference, expenses \$248,359 and assets \$675,544.

ROLE MATCH	Taylor Starr, reported title " <i>DIRECTOR</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	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	36 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	38 <sup>th</sup>
Reportable pay only (column D), adjusted	37 <sup>th</sup>
All sources (D + E + F), adjusted	34 <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 (Taylor Starr) 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 769 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,500 is reasonable (approximately the 36<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.