

Dc Family Child Care Association

Executive Director / CEO

EIN 472344863

DC · NTEE P33

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cynthia Davis, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **277** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

Benchmarked executive: Cynthia Davis — 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 \$207,131 and \$463,728 — 0.67x to 1.50x the subject's \$309,152 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P33), nationwide + budget 0.67–1.5x revenue.

277 organizations qualified on sector, size, and geography → **277** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,288	\$33,348	\$51,804	\$68,541	\$84,788	\$60,000
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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 DC 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
Fall Creek School Age Program	NY	\$308,675	Program Director	\$38,073	\$38,081	2024
St Mary Coptic Community Center	PA	\$308,572	President	\$13,500	\$14,902	2024
Pee Wee Angels Christian Learning Center	AL	\$307,630	Executive Director	\$65,400	\$78,205	2024
Westonka School Age Kids Core Inc	MN	\$310,685	Director	\$49,820	\$54,489	2024
Ls&s Preschool	TX	\$310,898	President	\$54,724	\$59,029	2025
All Belong To Christ Daycare &	NE	\$307,350	Daycare Dire	\$57,558	\$68,523	2024
Youth Organizations United To Rise	DC	\$311,988	Executive Director Not Indepe	\$49,247	\$49,247	2023
Roots And Wings Kids Inc	NY	\$313,070	Director	\$78,000	\$78,015	2024
Honeybear Daycare Center Inc	MT	\$305,218	President	\$103,277	\$120,047	2025
Bottles Two Backpacks Daycare	IA	\$305,069	Director	\$26,350	\$32,878	2023
Breckenridge Montessori Inc	CO	\$304,445	Executive Director	\$76,302	\$80,983	2024
Sargent Childcare Association	CO	\$314,695	Director	\$52,440	\$55,658	2024
Hyde County Child Development	SD	\$314,742	President	\$701	\$856	2024
Lakin Foundation Child Development Center Of	IA	\$303,127	Secretary/ceo	\$52,617	\$63,769	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Griswold						
The Phyllis Wheatley Rise To Read Campaign Inc	FL	\$315,451	Chairwoman & Ceo	\$38,730	\$40,272	2024
Smiles Childcare	CA	\$315,687	Ceo	\$14,000	\$13,776	2023
Holmes Child Care Center Inc	NC	\$301,975	Member/teacher	\$48,640	\$55,630	2024
Douglas Braxton Inc	FL	\$316,688	Executive Director	\$47,334	\$49,219	2024
Lakota Child Care Center	ND	\$316,700	Director	\$42,756	\$51,935	2024
Lolo Preschool And Childcare	MT	\$317,330	Executive Dir.	\$50,200	\$59,896	2024
Livingston Street Early Childhood Center	NY	\$300,856	Executive Dir	\$30,065	\$30,070	2024
Nauvoo Discovery Inc	IL	\$318,007	Trustee	\$50,000	\$56,016	2023
Nonnie Hood Parent Resource Center Inc	NY	\$300,287	Executive Director	\$65,253	\$67,194	2023
Brain Builders Early Childhood And	NE	\$300,238	Vice President	\$1,610	\$1,973	2023
Little Ones Academy	CA	\$298,948	President	\$23,286	\$22,256	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC cost of living and 2023 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 DC 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 **277** organizations. Compensation range \$286–\$423,269; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$309,152); for reference, expenses \$197,117 and assets \$318,527.
ROLE MATCH	Cynthia Davis, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	64 th
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	64 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 (Cynthia Davis) 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 277 similarly situated organizations (Same NTEE sector (P33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 64th 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.