

Fairmount Christian Child Care

Executive Director / CEO

EIN 473645159

VA · NTEE P33

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Lawrence C Haake Iv, Executive Director / CEO** (\$63,670) against **every comparable organization** that fit the selection criteria — **359** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

Benchmarked executive: Lawrence C Haake Iv — reported title “CHILD CARE 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 (P33).
BUDGET	Total revenue between \$315,106 and \$705,462 — 0.67x to 1.50x the subject's \$470,308 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P33), nationwide + budget 0.67–1.5x revenue.

359 organizations qualified on sector, size, and geography → **359** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,079	\$42,983	\$55,074	\$70,319	\$89,166	\$63,670
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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 VA 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
Amerikids Christian Center	MO	\$467,435	Assistant Director	\$69,750	\$72,402	2025
Jars Of Clay Childrens Center Inc	KS	\$467,005	Program Director	\$48,000	\$52,166	2024
Woods Hole Day Care Cooperative Inc	MA	\$475,050	Registrar	\$33,352	\$29,372	2025
El Kinder Bilingual Academy Inc	TX	\$475,678	Ass Director	\$47,970	\$48,272	2024
Kiddie Korner Child Development	PA	\$464,569	Executive Director	\$67,654	\$67,870	2024
New Sharon Community Child Care Center	IA	\$464,511	Exec Director	\$51,704	\$56,951	2024
Rockford Day Nursery	IL	\$464,385	Executive Director (Thru May 2023)	\$61,685	\$62,808	2023
Twin Bridge Playschool Inc	NY	\$476,436	President	\$25,750	\$23,407	2024
Cameron Road Daycare Inc	WI	\$463,965	President	\$51,734	\$54,352	2024
Blackhawk Learning Connection	IL	\$463,727	Executive Director	\$56,484	\$57,512	2023
Longview Child Development Center	TX	\$477,362	Executive Di	\$56,387	\$56,741	2024
Kids Corral Inc	IA	\$477,688	Daycare Director	\$55,068	\$60,656	2024
Olivet Academy Early Learning Center	NY	\$462,333	Director	\$1,500	\$1,364	2024
London Bridge Child Care Center Inc	RI	\$459,901	Executive Director	\$93,440	\$90,132	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Enchanted Days Learning Center	MS	\$459,592	Board Member	\$73,916	\$85,262	2023
Community Child Care Center Of	NY	\$459,282	Executive Director	\$67,745	\$61,581	2024
Children Country & Lives Ccl	CA	\$482,987	Member	\$15,600	\$13,202	2025
Northwest Child Development Centers	NC	\$483,059	Ceo	\$92,661	\$99,160	2023
Kids Are Kids Learning Center Inc	MS	\$457,510	President	\$19,500	\$22,493	2023
Johnson County Learning Center Inc	IN	\$484,508	Executive Di	\$52,000	\$55,164	2024
St Paul Outreach Inc	IL	\$456,021	Center Director	\$60,298	\$59,634	2024
Islip School Age Child Care Corp	NY	\$455,271	Program Director	\$85,563	\$75,774	2025
Binghampton Community Christian Life Center	TN	\$485,688	Day Care Director	\$39,452	\$41,717	2024
Central Child Care Of Wv	WV	\$486,079	Director	\$44,174	\$48,115	2024
W C Christian Child	SC	\$452,529	Assistant	\$45,238	\$50,883	2022

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 **359** organizations. Compensation range \$260–\$384,685; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$470,308); for reference, expenses \$504,625 and assets \$198,727.
ROLE MATCH	Lawrence C Haake Iv, reported title " <i>CHILD CARE DIRECTOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	65 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	67 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 (Lawrence C Haake Iv) 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 359 similarly situated organizations (Same NTEE sector (P33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,670 is reasonable (approximately the 65th 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.