

Shenandoah Autism Center

Executive Director / CEO

EIN 541944719

VA · NTEE B28

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Kathy Teaford, Executive Director / CEO** (\$69,357) against **every comparable organization** that fit the selection criteria — **85** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

Benchmarked executive: Kathy Teaford — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B28).

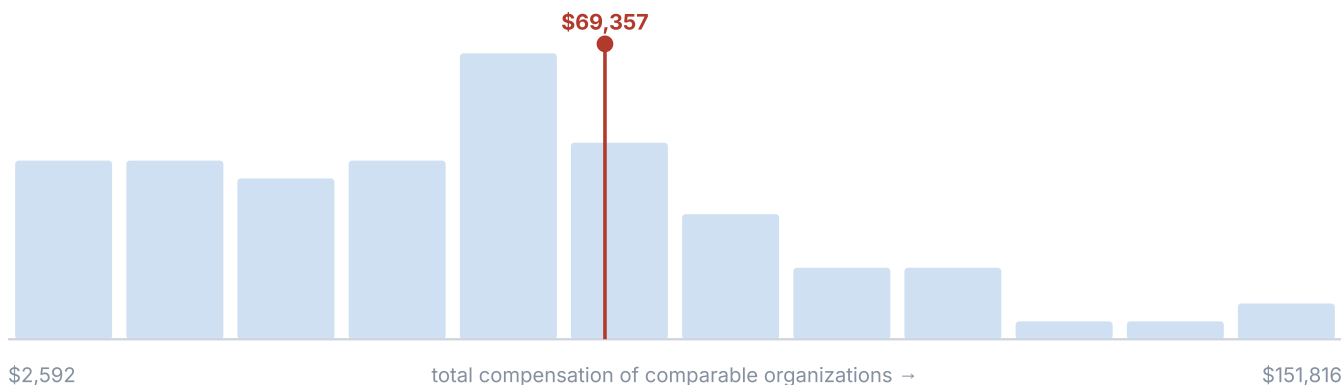
BUDGET Total revenue between \$292,321 and \$654,450 — 0.67x to 1.50x the subject's \$436,300 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B28), nationwide + budget 0.67–1.5x revenue.

85 organizations qualified on sector, size, and geography

→ **85** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,954	\$29,052	\$55,413	\$74,549	\$100,999	\$69,357
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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
Arizona Spellers Academy	AZ	\$439,070	Ceo	\$13,846	\$13,436	2025
Matthew 19 14	KS	\$432,166	Executive Director	\$44,871	\$51,688	2023
Westerhoff School Of Music & Art Inc	NJ	\$441,879	Director	\$133,086	\$123,065	2024
Wisteria Montessori Inc	MA	\$444,264	President	\$56,657	\$52,730	2024
The Exceptional Way Inc	GA	\$421,142	Executive Di	\$59,908	\$62,386	2024
Dyslexia Tutoring Program	MD	\$452,959	Ceo	\$156,791	\$151,816	2024
The Green House Venture	MO	\$454,036	Secretary	\$9,858	\$10,814	2024
River City Fellowship Christian School	TX	\$457,335	Executive Director	\$36,000	\$37,296	2024
New England School Of The Arts	NH	\$459,113	Head Of Scho	\$50,000	\$47,816	2024
Hope Springs Christian Learning Center Inc	GA	\$413,039	Ceo	\$39,930	\$41,582	2024
No More Sidelines	MI	\$408,828	Ceo	\$26,000	\$27,794	2024
Spectrum Of Joy Inc	AZ	\$407,281	President	\$10,854	\$10,532	2025
The Social Engineering Project	CA	\$405,321	Director	\$92,308	\$82,553	2024
Roxbury Roots Montessori Inc	MA	\$404,189	President & Ceo	\$70,705	\$67,747	2023
Blazing Stars Montessori School Inc	FL	\$403,928	Officer	\$57,876	\$56,310	2024
Exceptional Education Outreach Inc	FL	\$402,749	President & Ceo	\$26,606	\$26,651	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Made Houston	TX	\$474,179	Vp, Treasurer, Head Of School	\$70,213	\$74,890	2023
Clarke County Education Foundation Inc	VA	\$397,863	Executive Dir.	\$40,040	\$40,040	2024
The Manor Inc	MI	\$475,915	President & Ceo	\$43,254	\$47,605	2023
Snowdrop Montessori School Inc	MA	\$396,087	President	\$60,000	\$55,841	2024
New L E A P S Academy Inc	FL	\$477,057	President	\$20,900	\$20,335	2024
Lifebridge Academy	VA	\$479,240	Executive Dir.	\$99,114	\$99,114	2024
Senia International	OR	\$479,790	Executive Director	\$93,159	\$92,247	2023
The Italian American Club Foundation	MN	\$391,509	President	\$9,000	\$9,210	2024
Huaxia Chinese School At Bergen Inc	NJ	\$390,653	Principal	\$8,713	\$8,057	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 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	85 organizations. Compensation range \$2,592–\$151,816; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$436,300); for reference, expenses \$440,450 and assets \$553,521.
ROLE MATCH	Kathy Teaford, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	69 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	68 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 (Kathy Teaford) 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 85 similarly situated organizations (Same NTEE sector (B28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,357 is reasonable (approximately the 69th 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.