

This analysis benchmarks the total compensation of **Robert Stauffer, Executive Director / CEO** (\$50,311) against **every comparable organization** that fit the selection criteria — **313** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52<sup>nd</sup>** percentile of comparable organizations within the typical range

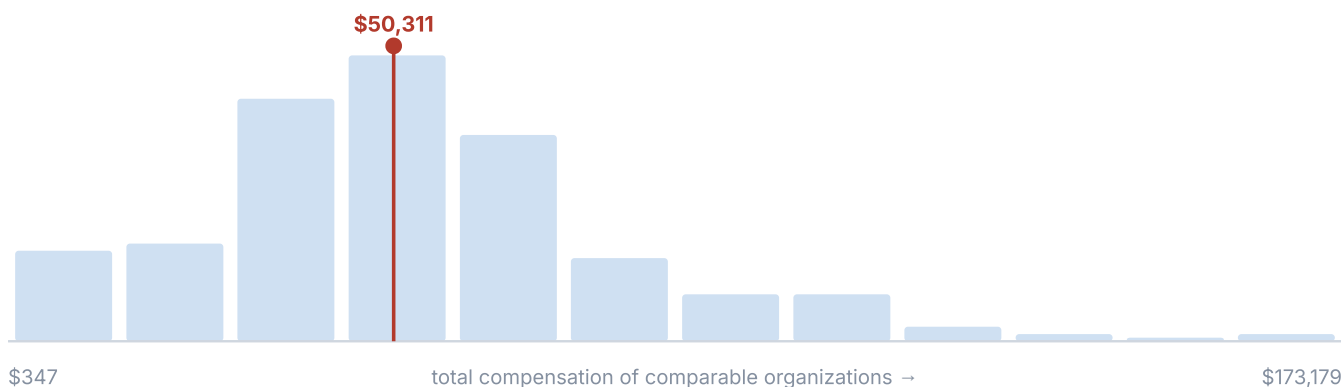
**Benchmarked executive:** Robert Stauffer — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B21).
BUDGET	Total revenue between \$265,595 and \$594,616 — 0.67x to 1.50x the subject's \$396,411 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B21), nationwide + budget 0.67–1.5x revenue.

**313** organizations qualified on sector, size, and geography → **313** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,651	\$37,870	\$49,690	\$66,608	\$89,971	\$50,311
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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 PA 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="#">Montessori Education Center Of The Rockies Inc</a>	CO	\$396,702	Executive Director	\$90,000	<b>\$84,308</b>	2025
<a href="#">Montessori System School Of Black Hawk County</a>	IA	\$393,106	Executive Director	\$37,230	<b>\$42,085</b>	2023
<a href="#">New Hope Child Care</a>	MN	\$400,334	President	\$51,198	<b>\$52,228</b>	2023
<a href="#">Kiddie Kare Ministry &amp; Preschool Co</a>	IN	\$392,309	President	\$66,250	<b>\$70,058</b>	2024
<a href="#">Kids Place A Place For Kids To Be</a>	NY	\$401,138	Executive Di	\$42,534	<b>\$39,680</b>	2023
<a href="#">Santa Ynez Valley Outreach Center</a>	CA	\$391,350	Director	\$14,080	<b>\$12,552</b>	2023
<a href="#">Tenney Nursery And Parent Center Inc</a>	WI	\$404,305	Executive Director	\$42,925	<b>\$44,954</b>	2024
<a href="#">Cornerstone Academy</a>	TX	\$388,382	Academy Director	\$150,000	<b>\$150,463</b>	2024
<a href="#">Venice Nokomis Community Preschool Inc</a>	FL	\$406,792	Officer	\$62,647	<b>\$59,015</b>	2024
<a href="#">Parents Of Rockhill Inc</a>	MA	\$384,487	Vice Princip	\$46,939	<b>\$43,546</b>	2023
<a href="#">Ark Adventure Preschool Inc</a>	TX	\$384,336	Director	\$59,915	<b>\$58,551</b>	2025
<a href="#">Tot Time Preschool</a>	NC	\$409,356	Board Member	\$37,750	<b>\$39,114</b>	2024
<a href="#">South Walpole Community Preschool Inc</a>	MA	\$409,703	Executive Dir.	\$47,350	<b>\$43,928</b>	2023
<a href="#">Canguros Inc</a>	FL	\$382,902	President	\$45,604	<b>\$42,960</b>	2024
<a href="#">Fieldstone Early Learning</a>	MA	\$382,370	President	\$70,012	<b>\$61,462</b>	2025
<a href="#">Valley Parent Preschool</a>	CA	\$381,198	Director	\$64,700	<b>\$54,579</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Wilbraham Community Preschool</a>	MA	\$380,140	President	\$65,958	<b>\$59,435</b>	2024
<a href="#">The Lab School</a>	MO	\$413,054	Executive Director	\$70,955	<b>\$75,361</b>	2024
<a href="#">Happy Hearts Kindergarten Inc</a>	FL	\$413,167	Director	\$56,463	<b>\$53,190</b>	2024
<a href="#">Stepping Stones Learning Center</a>	TX	\$379,604	Employee	\$43,499	<b>\$43,633</b>	2024
<a href="#">Discovery Montessori</a>	CA	\$413,675	Executive Di	\$70,920	<b>\$59,827</b>	2025
<a href="#">Childrens Weekday Program</a>	VA	\$414,108	Executive Director	\$42,000	<b>\$41,867</b>	2023
<a href="#">The Kids Co-op Inc</a>	CA	\$414,819	Executive Dir.	\$79,875	<b>\$69,164</b>	2024
<a href="#">Kids Under Construction Preschool Inc</a>	VA	\$415,107	Director & Treasurer	\$64,130	<b>\$60,492</b>	2025
<a href="#">Bright Beginnings</a>	WA	\$377,379	Secretary	\$9,000	<b>\$8,319</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	<b>313</b> organizations. Compensation range \$347–\$173,179; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$396,411); for reference, expenses \$399,899 and assets \$172,282.
ROLE MATCH	Robert Stauffer, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 14 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	52 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	49 <sup>th</sup>
Reportable pay only (column D), adjusted	53 <sup>rd</sup>
All sources (D + E + F), adjusted	52 <sup>nd</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 (Robert Stauffer) 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 313 similarly situated organizations (Same NTEE sector (B21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,311 is reasonable (approximately the 52<sup>nd</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.