

Trinity Child Development Center

Executive Director / CEO

EIN 741494756
 TX · NTEE P33
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Cynthia Romero, Executive Director / CEO** (\$59,500) against **every comparable organization** that fit the selection criteria — **22** 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 Romero — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P33).

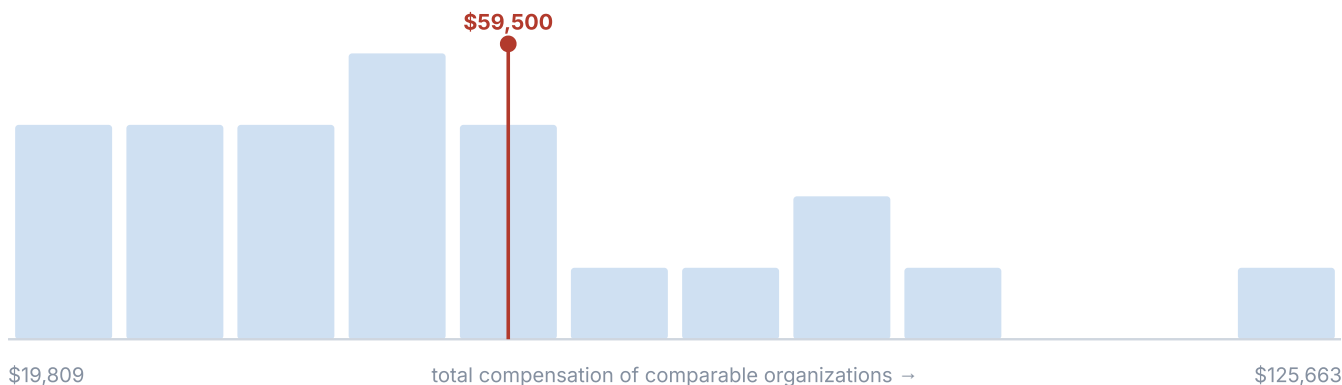
BUDGET Total revenue between \$331,908 and \$743,079 — 0.67x to 1.50x the subject's \$495,386 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P33) + TX + budget 0.67–1.5x revenue.

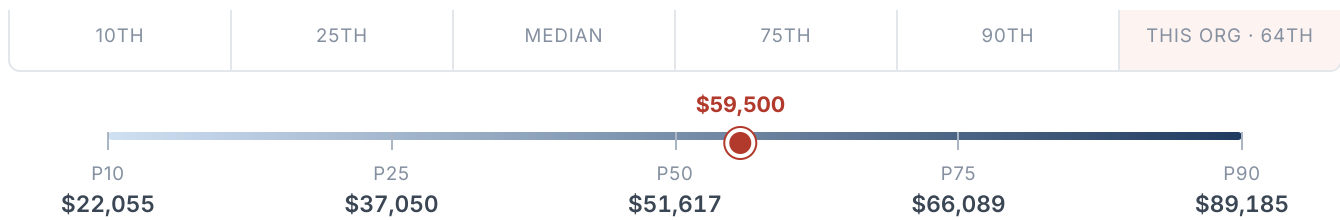
22 organizations qualified on sector, size, and geography

→ **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,055	\$37,050	\$51,617	\$66,089	\$89,185	\$59,500
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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 TX 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
Smartie Pants Academy Center Houston	TX	\$509,537	Director	\$89,950	\$89,950	2023
Longview Child Development Center	TX	\$477,362	Executive Di	\$56,387	\$54,769	2024
El Kinder Bilingual Academy Inc	TX	\$475,678	Ass Director	\$47,970	\$46,594	2024
St Pius X Early Care And Education	TX	\$542,234	Executive Dir.	\$20,883	\$20,284	2024
Aunt Faye Early Learning Academy	TX	\$440,385	Ceo	\$30,333	\$28,703	2025
Promise Ministries	TX	\$564,281	Director	\$45,815	\$44,501	2024
Teeter Totter Village Inc	TX	\$566,580	President	\$80,834	\$78,515	2024
Greenville Avenue Child Development Center	TX	\$409,616	Daycare Director	\$42,920	\$42,920	2023
Rise Child Development Center Inc	TX	\$409,298	Ceo	\$93,345	\$93,345	2023
Asbury House Child Enrichment	TX	\$596,106	Executive Di	\$62,460	\$62,460	2023
Abc 123 Human Resources Inc	TX	\$392,115	President	\$21,946	\$21,316	2024
Great Beginnings Preschool & Child	TX	\$390,852	Executive Director	\$31,200	\$30,305	2024
Blessings Learning Academy Of Alamo	TX	\$602,090	Ceo	\$36,000	\$36,000	2023
Sharon Studer Inc	TX	\$378,476	Executive Direc	\$54,033	\$52,483	2024
Central Montessori School	TX	\$633,797	Vice President	\$40,200	\$40,200	2023
Little Precious Steps	TX	\$355,931	Executive Dir.	\$60,428	\$58,694	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Neighborhood Kidz Club	TX	\$346,964	Executive Director	\$59,520	\$59,520	2023
St Marys Early Childhood Learning Center	TX	\$646,063	President	\$129,375	\$125,663	2024
Little Disciples Early Learning	TX	\$338,909	Director	\$86,978	\$82,305	2025
Hand In Hand Child Development Center	TX	\$690,045	Daycare Director	\$19,809	\$19,809	2023
A Childs Place Learning Center Inc	TX	\$731,084	Center Director	\$52,250	\$50,751	2024
Odessa Day Nursery	TX	\$735,850	Director	\$67,299	\$67,299	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	22 organizations. Compensation range \$19,809–\$125,663; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$495,386); for reference, expenses \$606,272 and assets \$587,675.
ROLE MATCH	Cynthia Romero, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	1 peer 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)	59 th
Reportable pay only (column D), adjusted	68 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 Romero) 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 22 similarly situated organizations (Same NTEE sector (P33) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,500 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.