

World Language Initiative Mt

Executive Director / CEO

EIN 822212916

MT · NTEE B20

FY ending 2025-07-31

June 10, 2026

This analysis benchmarks the total compensation of **Ann Swann, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **258** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

Benchmarked executive: Ann Swann — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B20).

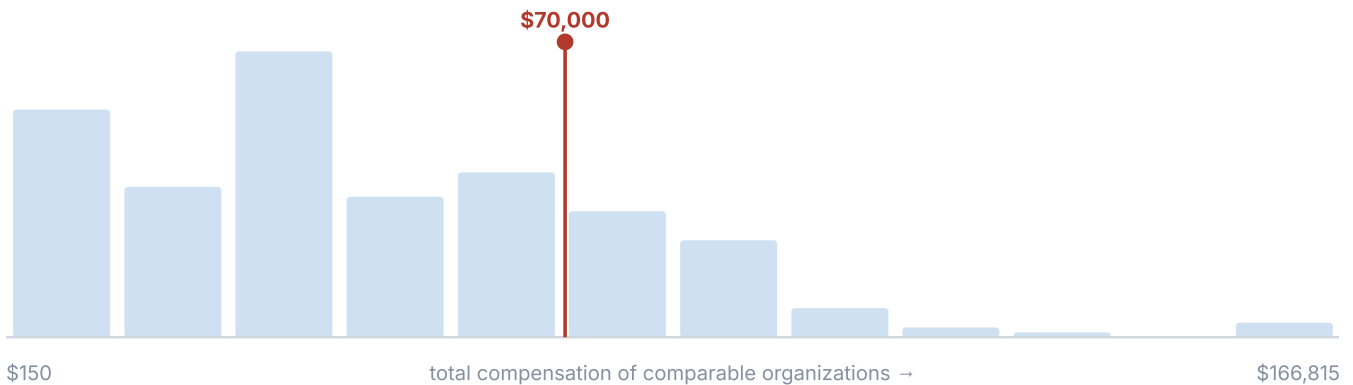
BUDGET Total revenue between \$266,502 and \$596,647 — 0.67x to 1.50x the subject's \$397,765 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

258 organizations qualified on sector, size, and geography

→ **258** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,095	\$23,319	\$40,194	\$65,751	\$86,379	\$70,000
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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 MT 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
Chesterton Academy Of St James	CA	\$397,328	Member	\$108,428	\$91,789	2023
Coeur Academy	MO	\$399,150	Director Of Education	\$83,598	\$82,141	2025
Arrow Preparatory Academy	WA	\$396,196	Secretary	\$1,840	\$1,615	2023
Cambridge Math Circle Inc	MA	\$399,548	President, Executive Director	\$122,917	\$105,180	2024
Friends-montessori School	NC	\$400,557	Director	\$59,229	\$56,774	2025
International School Of Djibouti	MN	\$401,059	Board Member	\$6,189	\$5,673	2025
The Kineo School	WA	\$394,154	President & Teacher	\$56,250	\$47,956	2024
Matthew House Az Inc	AZ	\$402,796	Executive Director	\$27,750	\$26,164	2023
Tgs Foundation	ME	\$403,900	Executive Director	\$21,600	\$20,596	2024
Lag Academy	MS	\$391,574	Director	\$45,923	\$48,704	2024
Team Steam Nation Inc	AZ	\$390,250	Chief Executive	\$63,000	\$57,695	2024
Friends Of Forensics	CA	\$405,788	Executive Director	\$5,000	\$4,111	2024
Ivy League Christian Academy	VA	\$387,935	Chairman	\$40,600	\$38,431	2023
Livingston Huaxia Chinese School	NJ	\$387,855	Principal	\$9,737	\$8,523	2023
Dominion Equippers Inc	TX	\$386,263	Pres	\$8,500	\$8,097	2024
Maidee Smith Early Care & Learning	GA	\$409,707	Center Direc	\$29,299	\$28,052	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Italian School Nj, Inc	NJ	\$410,774	President	\$50,700	\$41,994	2025
Huaxia Chinese School At Great Valley	PA	\$384,668	Principal	\$5,000	\$4,888	2023
Shalom Christian Academy And Daycare	MO	\$384,306	Secretary	\$111,363	\$112,317	2024
Highland Free Charter School	AZ	\$411,854	President & Ceo	\$67,542	\$60,260	2025
Enrich Kids Now	GA	\$383,289	Executive Director	\$27,210	\$26,822	2023
The Cross Christian Academy Inc	DE	\$412,624	President	\$28,800	\$26,853	2024
Classical Studies Of Central Indiana	IN	\$382,673	Executive Director	\$13,783	\$13,484	2025
Feat Of Southern Nevada	NV	\$382,327	Executive Dir.	\$73,350	\$70,013	2024
Auburn Teacher's Association	NY	\$381,885	President	\$7,500	\$6,287	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT cost of living and 2025 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 MT 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	258 organizations. Compensation range \$150–\$166,815; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$397,765); for reference, expenses \$373,949 and assets \$37,004.
ROLE MATCH	Ann Swann, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	4 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	78 th
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	75 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 (Ann Swann) 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 258 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 78th 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.