

A One Room Schoolhouse A Hybrid Homeschool Academy

Executive Director / CEO

EIN 833468898

PA · NTEE B99

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Genevieve Peterson, Executive Director / CEO** (\$25,000) against **every comparable organization** that fit the selection criteria — **404** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

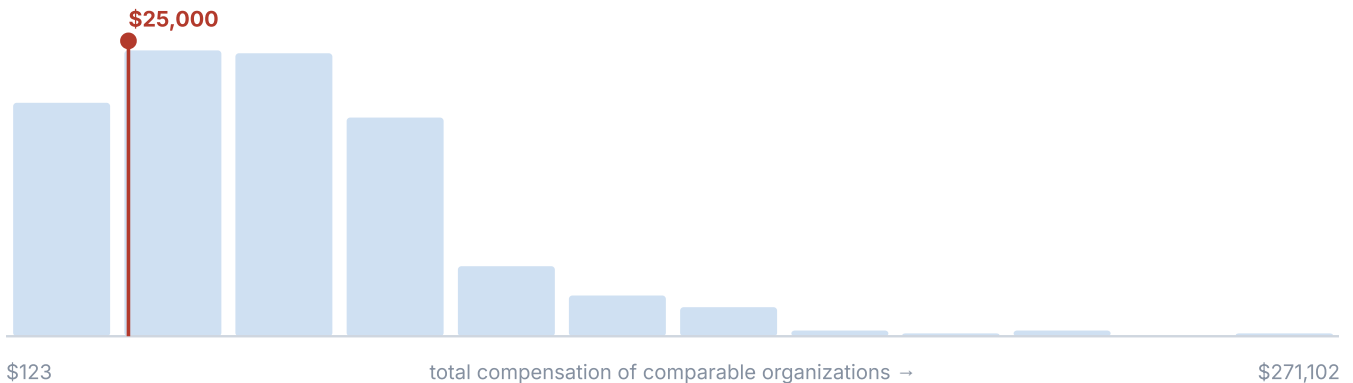
Benchmarked executive: Genevieve Peterson — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$184,091 and \$412,146 — 0.67x to 1.50x the subject's \$274,764 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

404 organizations qualified on sector, size, and geography → **404** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,000 10TH	\$30,160 25TH	\$50,701 MEDIAN	\$73,078 75TH	\$100,288 90TH	\$25,000 THIS ORG · 22ND
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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
American College Of Pediatricians	GA	\$274,826	Executive Director	\$36,152	\$36,451	2023
J Kirby Simon Foreign Service	DC	\$274,417	Trustee	\$5,000	\$4,274	2024
Science Sites Inc	MA	\$275,238	President	\$90,000	\$78,773	2024
Wordwalk Inc	FL	\$274,090	Executive Di	\$3,000	\$2,745	2024
Garden City Ballet Company	MT	\$275,676	Exec Director	\$66,025	\$67,534	2025
Conductability Inc	CA	\$273,357	Program Director	\$113,322	\$95,310	2024
Superseeds	OH	\$276,311	Executive Director	\$50,000	\$51,582	2024
New Michigan Media	MI	\$273,125	President	\$30,000	\$30,160	2024
We Defend Truth	TX	\$276,840	Founder & Ceo	\$72,800	\$73,025	2023
Ace Mentor Program Of Northeast Florida	FL	\$276,952	Director	\$81,963	\$73,063	2025
Winners Inc	TX	\$271,992	President/director	\$100,000	\$97,431	2024
Abbeville Institute Ltd	AL	\$271,961	President Di	\$114,583	\$120,571	2024
Eastern Communication Association	PA	\$277,734	Executive Di	\$15,000	\$14,570	2024
Puerto Rico Advance Institute Corp	PR	\$271,647	Manager	\$9,287	\$9,021	2024
Ace Mentor Program Of Eastern Pa Inc	PA	\$271,345	Affiliate Dir.	\$68,477	\$68,477	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
California Academy	CA	\$278,224	Executive Director	\$18,780	\$15,795	2024
Hudson River Park Mothers Group Org	NY	\$278,260	Director	\$130,000	\$111,469	2025
Teacher Education Division Of The	VA	\$278,269	Executive Director	\$67,200	\$65,065	2023
Oaktown Jazz Workshops	CA	\$271,149	Executive Dir.	\$65,971	\$55,485	2024
Ibttta Foundation	DC	\$278,451	Staff Liaison	\$72,925	\$62,330	2024
Bay State Learning Center	MA	\$270,821	Executive Director	\$43,510	\$39,207	2023
African Voices Communications Inc	NY	\$270,782	Executive Director	\$65,000	\$58,899	2023
Ready For Reading Inc	VT	\$270,629	Executive Dir.	\$2,000	\$2,019	2023
Freedom Synergy Corporation	FL	\$270,626	President	\$96,000	\$87,840	2024
Girls With Books	CO	\$270,613	Executive Director	\$61,920	\$57,831	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 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.

■ Sample, role match & sensitivity

PEER COUNT **404** organizations. Compensation range \$123–\$271,102; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$274,764); for reference, expenses \$217,062 and assets \$64,615.

ROLE MATCH	Genevieve Peterson, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	22nd
Total compensation (D + F), as reported (no adjustments)	21st
Reportable pay only (column D), adjusted	25th
All sources (D + E + F), adjusted	19th

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 (Genevieve Peterson) 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 404 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,000 is reasonable (approximately the 22nd 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.