

The Social Engineering Project

Executive Director / CEO

EIN 834147990
 CA · NTEE B28
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Kevin Nichols, Executive Director / CEO** (\$92,308) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

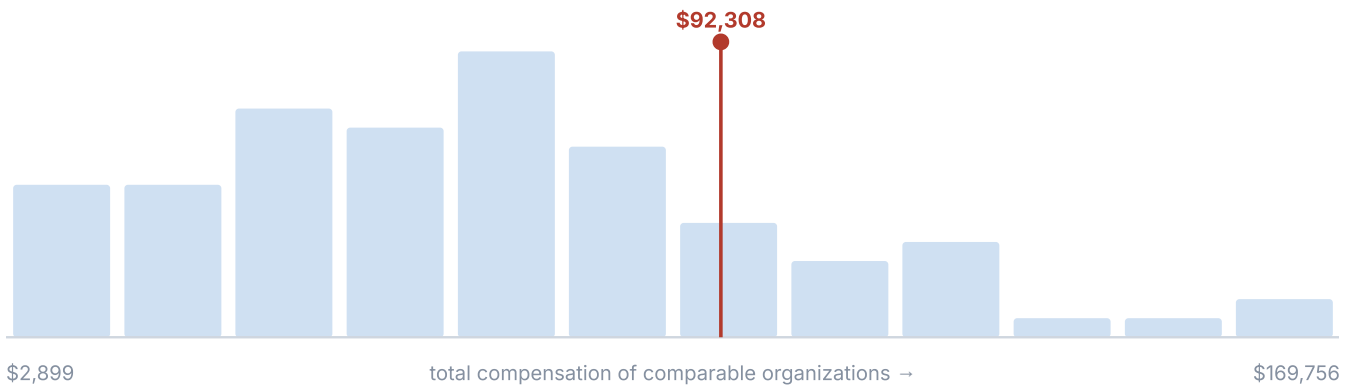
Benchmarked executive: Kevin Nichols — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B28).
BUDGET	Total revenue between \$271,565 and \$607,981 — 0.67x to 1.50x the subject's \$405,321 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B28), nationwide + budget 0.67–1.5x revenue.

83 organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,446	\$34,574	\$62,325	\$83,381	\$116,021	\$92,308
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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 CA 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
Roxbury Roots Montessori Inc	MA	\$404,189	President & Ceo	\$70,705	\$75,753	2023
Blazing Stars Montessori School Inc	FL	\$403,928	Officer	\$57,876	\$62,965	2024
Spectrum Of Joy Inc	AZ	\$407,281	President	\$10,854	\$11,777	2025
Exceptional Education Outreach Inc	FL	\$402,749	President & Ceo	\$26,606	\$29,800	2023
No More Sidelines	MI	\$408,828	Ceo	\$26,000	\$31,079	2024
Clarke County Education Foundation Inc	VA	\$397,863	Executive Dir.	\$40,040	\$44,772	2024
Hope Springs Christian Learning Center Inc	GA	\$413,039	Ceo	\$39,930	\$46,496	2024
Snowdrop Montessori School Inc	MA	\$396,087	President	\$60,000	\$62,440	2024
The Italian American Club Foundation	MN	\$391,509	President	\$9,000	\$10,299	2024
Huaxia Chinese School At Bergen Inc	NJ	\$390,653	Principal	\$8,713	\$9,009	2024
Alexsander Academy Inc	GA	\$390,034	Executive Di	\$100,130	\$116,594	2024
The Exceptional Way Inc	GA	\$421,142	Executive Di	\$59,908	\$69,758	2024
Mission Empower	PA	\$386,847	Executive Dir.	\$33,877	\$39,124	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Clover Montessori School	PA	\$383,799	Board President, Founding Teacher Leader	\$67,000	\$79,662	2023
New Castle Learning Advantage	CO	\$382,113	Executive Di	\$14,834	\$16,472	2024
Inspiring Minds	ND	\$380,097	President	\$74,778	\$95,034	2024
Azalea Montessori Elementary Nature School	OH	\$378,989	Executive Director	\$60,000	\$73,595	2024
Matthew 19 14	KS	\$432,166	Executive Director	\$44,871	\$57,796	2023
Take Note Studio Inc	WI	\$378,193	Executive Director	\$98,083	\$118,627	2024
Kingsport Christian Academy	TN	\$376,169	Director/administrator	\$25,603	\$30,363	2025
Shenandoah Autism Center	VA	\$436,300	Executive Di	\$69,357	\$77,553	2024
Arizona Spellers Academy	AZ	\$439,070	Ceo	\$13,846	\$15,023	2025
Westerhoff School Of Music & Art Inc	NJ	\$441,879	Director	\$133,086	\$137,608	2024
Wisteria Montessori Inc	MA	\$444,264	President	\$56,657	\$58,961	2024
Flor De Loto Montessori Corp	PR	\$364,110	Employee	\$36,321	\$36,321	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	83 organizations. Compensation range \$2,899–\$169,756; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$405,321); for reference, expenses \$325,474 and assets \$126,604.
ROLE MATCH	Kevin Nichols, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
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	82 nd
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	82 nd

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 (Kevin Nichols) 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 83 similarly situated organizations (Same NTEE sector (B28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$92,308 is reasonable (approximately the 82nd 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.