

# Pantheon Education Center Inc

Executive Director / CEO

EIN 834597285

IN · NTEE B11

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Nichole Like, Executive Director / CEO** (\$78,908) against **every comparable organization** that fit the selection criteria — **149** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Nichole Like — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B11).
BUDGET	Total revenue between \$320,888 and \$718,407 — 0.67x to 1.50x the subject's \$478,938 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

**149** organizations qualified on sector, size, and geography → **149** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,906	\$19,397	\$46,185	\$77,951	\$122,214	\$78,908
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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 IN 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="#">La County Library Foundation</a>	CA	\$479,609	Executive Director	\$162,852	<b>\$133,348</b>	2024
<a href="#">Eei Support Corporation</a>	CA	\$480,000	Ceo (Until 5/22)	\$34,043	<b>\$28,699</b>	2023
<a href="#">Ridgefield Boosters</a>	WA	\$477,422	Treasurer	\$5,538	<b>\$4,580</b>	2025
<a href="#">The Perquimans County Schools</a>	NC	\$477,048	Secretary/tr	\$31,683	<b>\$30,243</b>	2025
<a href="#">The Birmingham Athletic Partnership</a>	AL	\$474,118	Director	\$6,000	<b>\$5,988</b>	2025
<a href="#">Foundation For The Young Womens</a>	TX	\$473,132	Executive Dir.	\$96,300	<b>\$91,346</b>	2024
<a href="#">Community Based Education Support</a>	HI	\$469,475	Director	\$5,688	<b>\$4,829</b>	2024
<a href="#">The Regency Foundation</a>	PA	\$489,894	President, Board Member	\$23,937	<b>\$23,304</b>	2023
<a href="#">Lincoln Trail College Foundation</a>	IL	\$467,502	Executive Director	\$26,400	<b>\$24,612</b>	2024
<a href="#">American Institute For Neuro-integrative</a>	CT	\$492,671	President,executive Direct	\$152,000	<b>\$131,660</b>	2025
<a href="#">Johnson County Library Foundation</a>	KS	\$492,704	Executive Director	\$20,589	<b>\$21,092</b>	2024
<a href="#">Awhs Falcon Foundation</a>	CA	\$493,259	Managing Dir.	\$13,635	<b>\$11,495</b>	2023
<a href="#">Aledo Isd Education Foundation</a>	TX	\$494,375	Executive Director	\$71,667	<b>\$67,980</b>	2024
<a href="#">Georgia Tech Global Inc</a>	GA	\$460,000	President	\$58,151	<b>\$54,016</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Friends Of The Santa Cruz Public</a>	CA	\$498,125	Executive Director	\$90,000	<b>\$75,871</b>	2023
<a href="#">Lynwood Partners Educational Foundation</a>	CA	\$498,560	Executive Director	\$168,533	<b>\$137,999</b>	2024
<a href="#">Friends Of Veritas Preparatory Charter</a>	MA	\$457,074	President	\$23,440	<b>\$19,974</b>	2024
<a href="#">University Of North Carolina At</a>	NC	\$457,066	Treasurer	\$56,564	<b>\$55,422</b>	2024
<a href="#">Great Lakes Academy Support</a>	IL	\$454,800	Treasurer	\$6,807	<b>\$6,533</b>	2023
<a href="#">The Partners Program</a>	CA	\$453,969	Director/head Of School	\$210,112	<b>\$177,127</b>	2023
<a href="#">Excellence In Education Foundation For</a>	MD	\$504,678	Foundation Relations Officer	\$31,405	<b>\$27,842</b>	2024
<a href="#">The Berkeley Institute</a>	CA	\$452,970	Executive Director, Treasu	\$125,190	<b>\$102,509</b>	2024
<a href="#">Musd Holding Corp</a>	CA	\$452,888	President	\$19,780	<b>\$15,779</b>	2025
<a href="#">Parkland School District Education</a>	PA	\$452,639	Executive Di	\$79,810	<b>\$73,526</b>	2025
<a href="#">Ave Maria School Of Law Foundation</a>	FL	\$507,186	Director/president	\$18,746	<b>\$16,699</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	149 organizations. Compensation range \$634–\$474,989; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$478,938); for reference, expenses \$638,263 and assets \$27,221.
ROLE MATCH	Nichole Like, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	68 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	76 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	70 <sup>th</sup>
Reportable pay only (column D), adjusted	83 <sup>rd</sup>
All sources (D + E + F), adjusted	40 <sup>th</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 (Nichole Like) 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 149 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,908 is reasonable (approximately the 76<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.