

Colorado Association For The Education Of Young Children

Executive Director / CEO

EIN 840713812
 CO · NTEE B22C
 FY ending 2022-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Enola Garland, Executive Director / CEO** (\$7,843) against **every comparable organization** that fit the selection criteria — **111** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Enola Garland — 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 (B22C).
BUDGET	Total revenue between \$21,078 and \$47,190 — 0.67x to 1.50x the subject's \$31,460 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

111 organizations qualified on sector, size, and geography → **111** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,301 10TH	\$10,287 25TH	\$18,211 MEDIAN	\$43,102 75TH	\$94,672 90TH	\$7,843 THIS ORG · 18TH
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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 CO 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
Penfield Montessori Academy Inc	WI	\$31,509	Chair	\$10,076	\$10,239	2024
New Mexico Tech University Research Park	NM	\$31,646	Vice President	\$30,919	\$32,359	2024
Ntra Charities Inc	KY	\$31,126	Ceo	\$15,681	\$16,393	2024
Books From Birth	TX	\$31,847	Board Member - President And Treasurer	\$6,300	\$6,132	2024
Topass Foundation	CA	\$31,984	President	\$3,632	\$3,052	2024
Wave Enterprises Inc	CA	\$30,717	President	\$49,666	\$41,732	2024
Hedin-hartnagel Memorial Fund	MN	\$32,205	Executive Secretary	\$9,996	\$9,895	2023
Actschoools Incorporated	KY	\$30,472	Headmaster	\$10,440	\$10,633	2025
Alliance Aft Education Center Inc	TX	\$30,267	Coordinator	\$10,100	\$10,121	2023
Yeshiva Toras Chaim Of Greater	FL	\$30,000	Director	\$66,080	\$62,190	2023
The Aspire Difference Foundation Inc	GA	\$30,000	President	\$15,892	\$16,008	2023
Maryland Theological College And Seminary	MD	\$32,984	Officer	\$1,299	\$1,217	2023
Palm Beach County Literacy Coalition	FL	\$29,472	President	\$15,581	\$14,243	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oea Educational Foundation	OH	\$29,165	Oea Executive Director, Ex Officio	\$72,639	\$74,864	2024
Advertising Education Foundation Of	TX	\$33,851	Secretary	\$5,500	\$5,216	2025
State Of Maryland Literacy Association Inc	MD	\$28,978	Treasurer	\$5,508	\$5,159	2023
Casper College Education Trust	WY	\$28,887	Executive Director	\$43,990	\$45,837	2024
Marian Middle School Supporting Organiza	MO	\$34,193	President	\$19,976	\$20,588	2024
Lansing Kansas Scholarship Fund Inc	KS	\$34,342	Treasurer	\$5,000	\$5,256	2024
Slover Library Foundation	VA	\$28,481	Chairman & President	\$145,000	\$140,257	2023
Ohio News Media Foundation	OH	\$35,242	Executive Director & Secretary	\$10,100	\$10,410	2024
Plumbers & Pipefitters Local 104 Scholarship Fund	MA	\$27,060	President	\$90,715	\$81,665	2023
Mtef Community Partners Llc	PA	\$36,060	Executive Director	\$24,231	\$23,513	2024
Sheffield Township Library	PA	\$26,715	Librarian	\$15,152	\$14,704	2024
Berlin Free Library Association	CT	\$26,698	Head Librarian	\$15,068	\$13,747	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO cost of living and 2022 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 CO 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	111 organizations. Compensation range \$146–\$441,613; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$31,460); for reference, expenses \$19,982 and assets \$23,137.
ROLE MATCH	Enola Garland, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	48 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	18 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	16 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 (Enola Garland) 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 111 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$7,843 is reasonable (approximately the 18th 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.