

Creede Early Learning Center

Executive Director / CEO

EIN 841383522

CO · NTEE P80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Beverlee Keilman, Executive Director / CEO** (\$62,807) against **every comparable organization** that fit the selection criteria — **284** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

Benchmarked executive: Beverlee Keilman — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

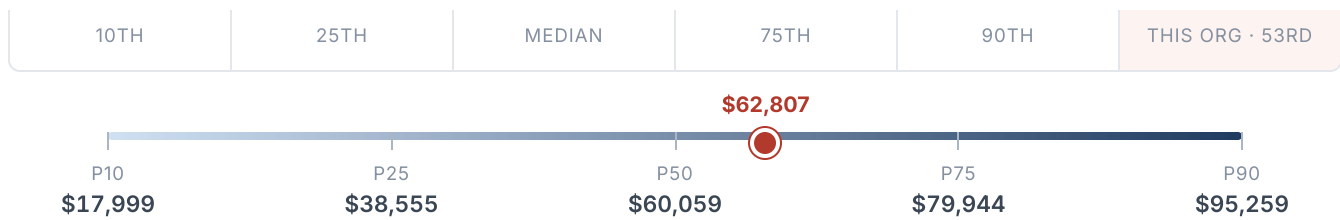
SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$241,210 and \$540,022 — 0.67x to 1.50x the subject's \$360,015 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

284 organizations qualified on sector, size, and geography → **284** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,999	\$38,555	\$60,059	\$79,944	\$95,259	\$62,807
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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
Forest Ridge Manor Inc	TN	\$359,832	Secretary	\$26,880	\$29,466	2024
House Of The Good Shepherd Of	TN	\$359,671	Executive Di	\$90,516	\$102,156	2023
New Kids Production & Design Inc	GA	\$359,112	Executive Director	\$30,300	\$31,773	2024
Art Spark Texas	TX	\$358,886	Executive Director	\$62,868	\$65,585	2024
Friendship Adventures	WA	\$358,783	Board Chairman, Exec Direc	\$24,500	\$23,552	2023
Flywheel Foundation	NC	\$358,465	Executive Di	\$74,301	\$80,065	2024
Target Evolution Incorporated	TX	\$358,079	Executive Director	\$72,420	\$75,549	2024
Senora Woods Retirement Community	MI	\$357,572	President & Ceo	\$31,878	\$35,329	2023
Supporting The Taylor House Inc	CA	\$357,458	Executive Dir.	\$14,808	\$13,729	2023
Paradox Sports	CO	\$362,677	Executive Director	\$94,500	\$97,291	2023
Po-mar-lin Fire Company	PA	\$356,227	President	\$13,012	\$13,532	2024
Rebuilding Together Fargo-moorhead	ND	\$355,535	Executive Di	\$57,750	\$66,093	2024
Waterfall Foundation	AK	\$355,161	Ex. Director/secr.	\$36,000	\$35,894	2024
Spectrum Ringwood Apartments Inc	NJ	\$364,915	President/ceo	\$54,495	\$50,742	2024
Planned Lifetime Assistance Network Of Arizona Inc	AZ	\$355,075	Executive Director - President	\$97,977	\$101,170	2023
Soleana Stables	TX	\$354,040	Executive Director	\$85,000	\$88,673	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Heal Africa Usa	WI	\$366,234	Executive Director	\$20,000	\$21,783	2024
Caroline Baird Crichfield Fund For Women	VT	\$353,749	Vice President	\$22,600	\$24,424	2023
All Aboard Of America 1	WA	\$366,509	Executive Director	\$52,980	\$49,468	2024
Connecticut Elks Association	CT	\$367,008	Secretary	\$3,000	\$3,020	2023
Seniors Vs Crime Inc	FL	\$352,975	President	\$37,560	\$35,850	2025
The Way 2 Serve Inc	AL	\$351,778	President	\$80,500	\$90,697	2024
Carribbean Equality Project Inc	NY	\$351,131	Executive Director	\$54,120	\$52,508	2023
Down Syndrome Assoc Of Pittsburgh	PA	\$369,176	Executive Di	\$41,818	\$43,491	2024
Hoyt Foundation Inc	MA	\$350,597	Director	\$5,000	\$4,686	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 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 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	284 organizations. Compensation range \$633–\$395,212; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$360,015); for reference, expenses \$337,661 and assets \$661,617.
ROLE MATCH	Beverlee Keilman, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 8 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	53 rd
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	46 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 (Beverlee Keilman) 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 284 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,807 is reasonable (approximately the 53rd 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.