

Waldessori Schoolhouse

Executive Director / CEO

EIN 841973451

TX · NTEE B20

FY ending 2024-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Julia Poempipatana, Executive Director / CEO** (\$13,573) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Julia Poempipatana — reported title "BOARD PRESIDENT", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

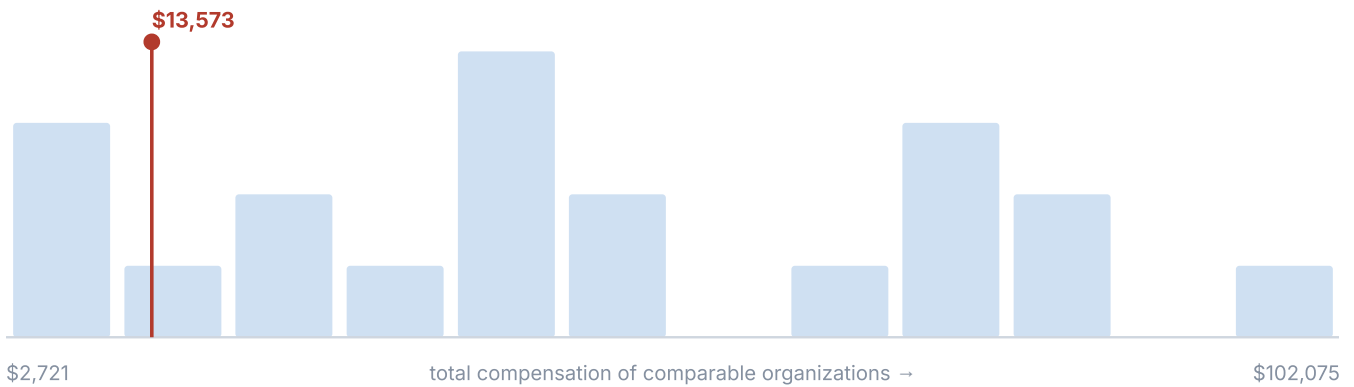
SECTOR Organizations sharing the subject's NTEE classification (B20).

BUDGET Total revenue between \$324,633 and \$726,792 — 0.67x to 1.50x the subject's \$484,528 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B20) + TX + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,499	\$23,074	\$42,852	\$72,202	\$78,346	\$13,573
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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 TX 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
Pinnacle Christian School	TX	\$481,840	Head Of School	\$43,654	\$43,654	2024
True Knight	TX	\$513,715	President	\$8,250	\$8,494	2023
Banner Of Faith Ministries Inc	TX	\$453,467	President	\$24,000	\$24,000	2024
Yucca Blossom Montessori	TX	\$448,028	President	\$31,154	\$32,074	2023
Tyler Ind School District Foundation	TX	\$422,347	Executive Director	\$82,014	\$82,014	2024
Nacogdoches Christian Academyincorporated	TX	\$547,964	Director	\$39,762	\$39,762	2024
Destiny Christian Academy	TX	\$416,116	Principal	\$36,000	\$36,000	2024
Dominion Equippers Inc	TX	\$386,263	Pres	\$8,500	\$8,500	2024
Theo Christian Solution Inc	TX	\$594,308	Board Member	\$48,000	\$46,763	2025
The Helping House	TX	\$370,185	Teacher/director	\$73,327	\$75,493	2023
German American Elementary School	TX	\$606,028	President	\$42,050	\$42,050	2024
King's Academy	TX	\$360,086	Head Of School	\$99,146	\$102,075	2023
Abilene Classical Academy	TX	\$616,370	Board Member & Headmaster	\$75,000	\$73,067	2025
Journey School Of Houston	TX	\$350,685	Clinical Director Vice Chair	\$44,155	\$44,155	2024
Nci Community Fund Inc	TX	\$329,491	President	\$16,924	\$17,424	2023
Spicewood Christian Academy	TX	\$648,949	Executive Dir.	\$20,833	\$20,296	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chesterton Academy Of Fort Worth	TX	\$650,947	Headmaster	\$80,000	\$77,938	2025
Huntington-surrey School Inc	TX	\$652,093	Head Of School & Executive Director	\$73,817	\$71,914	2025
Acton Imprimis Inc	TX	\$667,127	Program Director And Board Member	\$63,421	\$63,421	2024
Kingwood Montessori School Inc	TX	\$699,640	Ex-director	\$2,793	\$2,721	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	20 organizations. Compensation range \$2,721–\$102,075; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$484,528); for reference, expenses \$452,426 and assets \$36,432.
ROLE MATCH	Julia Poempipatana, reported title <i>"BOARD PRESIDENT"</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.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	15th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	15 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 (Julia Poempipatana) 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 20 similarly situated organizations (Same NTEE sector (B20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,573 is reasonable (approximately the 15th 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.