

# Grapevine Christian School

Executive Director / CEO

EIN 843600716

TX · NTEE B21

FY ending 2024-05-31

June 9, 2026

This analysis benchmarks the total compensation of **Erin Hammonds, Executive Director / CEO** (\$56,698) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63<sup>rd</sup>** percentile of comparable organizations within the typical range

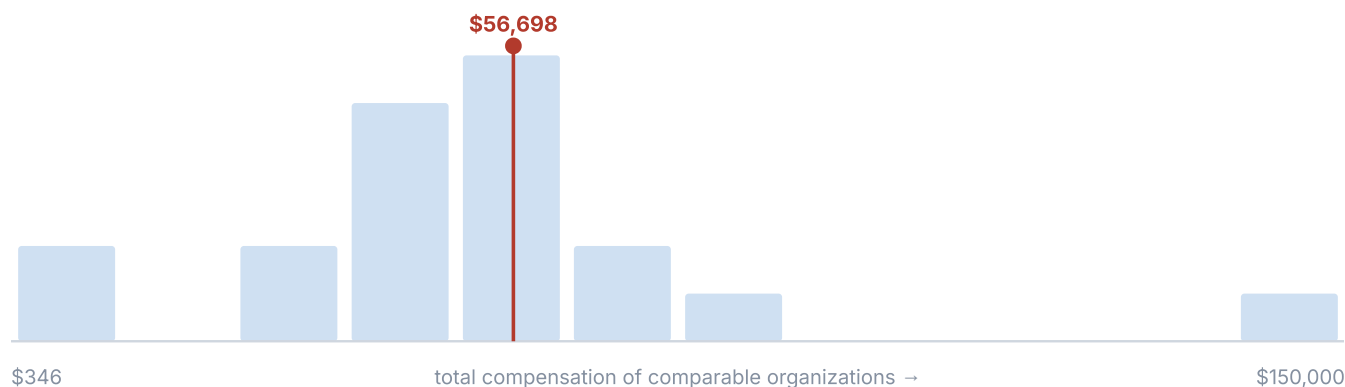
**Benchmarked executive:** Erin Hammonds — reported title “Preschool Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B21).
BUDGET	Total revenue between \$317,994 and \$711,928 — 0.67x to 1.50x the subject's \$474,619 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B21) + TX + budget 0.67–1.5x revenue.

**19** organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$27,839	\$40,886	\$51,756	\$59,186	\$68,517	\$56,698
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 63RD
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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
<a href="#">Child's Play Learning Center Inc</a>	TX	\$478,657	Secretary & Asst Program Director	\$336	<b>\$346</b>	2023
<a href="#">Petite Ecole Internationale Inc</a>	TX	\$496,477	School Director	\$77,203	<b>\$77,203</b>	2024
<a href="#">Canyon Creek Preschool Inc</a>	TX	\$499,260	Director	\$35,227	<b>\$34,319</b>	2025
<a href="#">Hope Montessori School - The Woodlands</a>	TX	\$444,377	Director	\$1,920	<b>\$1,920</b>	2024
<a href="#">Mariposa Family Learning Center</a>	TX	\$509,763	Executive Director	\$60,000	<b>\$60,000</b>	2024
<a href="#">Sherman Montessori Pre-school Inc</a>	TX	\$432,000	Staff Member	\$58,623	<b>\$57,112</b>	2025
<a href="#">Gabriels Little Angels Preschool</a>	TX	\$429,871	Director	\$64,900	<b>\$64,900</b>	2024
<a href="#">Gingerbread House Academy Inc</a>	TX	\$418,719	Director	\$48,768	<b>\$50,208</b>	2023
<a href="#">Cornerstone Academy</a>	TX	\$388,382	Academy Director	\$150,000	<b>\$150,000</b>	2024
<a href="#">Ark Adventure Preschool Inc</a>	TX	\$384,336	Director	\$59,915	<b>\$58,371</b>	2025
<a href="#">Stepping Stones Learning Center</a>	TX	\$379,604	Employee	\$43,499	<b>\$43,499</b>	2024
<a href="#">Grace Christian Preschool Of Carrollton</a>	TX	\$586,655	Treasurer	\$45,000	<b>\$45,000</b>	2024
<a href="#">Bee Loved Preschool A Preschool Of Bcumc</a>	TX	\$355,942	Bee Loved Director	\$53,125	<b>\$51,756</b>	2025
<a href="#">Meadows Place Preschool</a>	TX	\$351,827	Executive Director	\$54,000	<b>\$55,595</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Levelland Christian School</a>	TX	\$599,506	Head Of School	\$38,400	<b>\$38,400</b>	2024
<a href="#">Child Enrichment Corporation</a>	TX	\$602,102	Trustee	\$66,346	<b>\$66,346</b>	2024
<a href="#">Rockport Christian Service Inc</a>	TX	\$346,774	Director	\$54,365	<b>\$55,971</b>	2023
<a href="#">Sunshine And Rainbows Early</a>	TX	\$336,330	Director	\$35,770	<b>\$34,848</b>	2025
<a href="#">East End Preschool</a>	TX	\$330,142	Director	\$44,520	<b>\$43,372</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	19 organizations. Compensation range \$346–\$150,000; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$474,619); for reference, expenses \$564,058 and assets \$294,045.
ROLE MATCH	Erin Hammonds, reported title " <i>Preschool Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	3 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	<b>63<sup>rd</sup></b>

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	63 <sup>rd</sup>
Reportable pay only (column D), adjusted	63 <sup>rd</sup>
All sources (D + E + F), adjusted	63 <sup>rd</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 (Erin Hammonds) 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 19 similarly situated organizations (Same NTEE sector (B21) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,698 is reasonable (approximately the 63<sup>rd</sup> 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.