

# Rainbow Kidz Inc

Executive Director / CEO

EIN 853907640

WI · NTEE B21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Catelyn Faschingbauer, Executive Director / CEO** (\$40,118) against **every comparable organization** that fit the selection criteria — **321** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26<sup>th</sup>** percentile of comparable organizations within the typical range

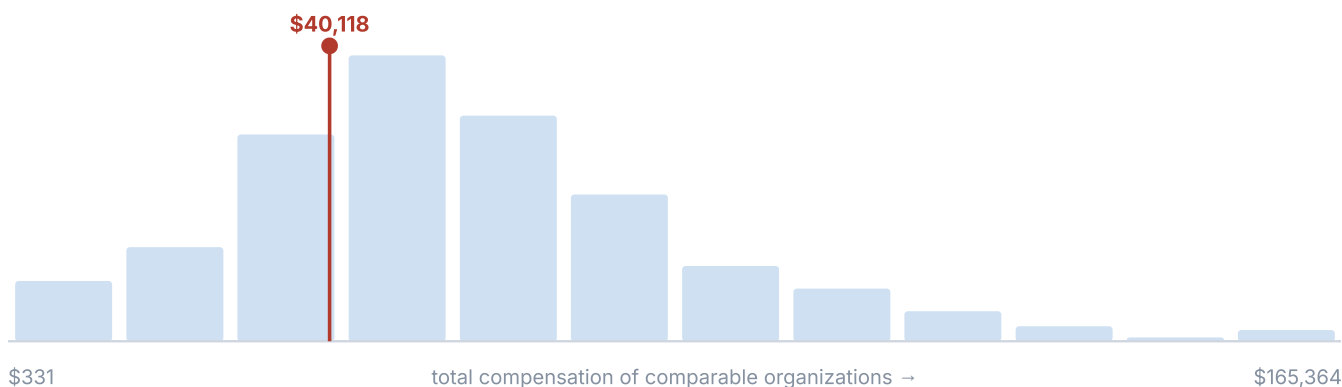
**Benchmarked executive:** Catelyn Faschingbauer — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B21).
BUDGET	Total revenue between \$323,044 and \$723,234 — 0.67x to 1.50x the subject's \$482,156 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B21), nationwide + budget 0.67–1.5x revenue.

**321** organizations qualified on sector, size, and geography → **321** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$23,798	\$39,138	\$53,584	\$72,511	\$94,667	\$40,118
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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 WI 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="#">The Boston Children's School Inc</a>	MA	\$483,622	President, Treasurer, Dir	\$123,425	<b>\$106,200</b>	2024
<a href="#">St Mary's Episcopal School</a>	VA	\$480,546	Executive Director	\$41,254	<b>\$37,158</b>	2025
<a href="#">Dynasty Child Care Center</a>	OH	\$479,850	President	\$45,757	<b>\$46,405</b>	2024
<a href="#">Child's Play Learning Center Inc</a>	TX	\$478,657	Secretary & Asst Program Director	\$336	<b>\$331</b>	2023
<a href="#">Initiative For Independent Sch</a>	PR	\$485,677	Vice President	\$25,513	<b>\$25,513</b>	2024
<a href="#">Early Years Preschool And Parents Day Out</a>	VA	\$486,616	Board Member	\$44,167	<b>\$42,040</b>	2023
<a href="#">Umc Preschool Burlingame</a>	CA	\$487,837	President	\$6,148	<b>\$4,953</b>	2025
<a href="#">Playmates Inc</a>	CA	\$487,861	Executive Dir.	\$80,360	<b>\$64,731</b>	2025
<a href="#">Morningside Day Out</a>	GA	\$475,549	Director	\$39,331	<b>\$37,867</b>	2024
<a href="#">Maria Montessori Sch Of The Golden Gate</a>	CA	\$489,042	President & Ceo	\$76,000	<b>\$61,219</b>	2025
<a href="#">Grapevine Christian School</a>	TX	\$474,619	Preschool Director	\$56,698	<b>\$54,306</b>	2024
<a href="#">Woodland Montessori School</a>	WA	\$474,493	Executive Director	\$35,988	<b>\$30,056</b>	2025
<a href="#">Sunflower Montessori School</a>	CA	\$490,018	Vice President	\$67,692	<b>\$54,526</b>	2025
<a href="#">God's Treasures Childcare Learning</a>	MN	\$490,693	Executive Director	\$39,181	<b>\$37,071</b>	2024
<a href="#">Cottage Nursery School</a>	CA	\$473,573	Executive Director	\$73,077	<b>\$60,422</b>	2024
<a href="#">Appleseeds Performing Arts Academy</a>	FL	\$491,308	President	\$72,000	<b>\$66,678</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Nollie Jenkins Family Center Incorporated</a>	MS	\$491,613	Executive Director	\$43,000	<b>\$45,857</b>	2024
<a href="#">Acton Cooperative School Inc</a>	MA	\$472,687	Director	\$73,841	<b>\$65,413</b>	2023
<a href="#">Covington First United Methodist Church Preschool Inc</a>	GA	\$492,392	Director	\$34,924	<b>\$33,624</b>	2024
<a href="#">Montessori Plus School Inc</a>	WA	\$492,751	Secretary	\$105,928	<b>\$93,492</b>	2023
<a href="#">Gateway Preschool Academy</a>	CA	\$493,215	Director	\$54,276	<b>\$44,877</b>	2024
<a href="#">Right Step Inc</a>	WI	\$470,704	Director	\$101,407	<b>\$101,407</b>	2024
<a href="#">Kensington Nursery School Incorporated</a>	CA	\$494,144	School Director	\$48,587	<b>\$39,138</b>	2025
<a href="#">Sausalito Nursery School</a>	CA	\$495,668	Director	\$83,000	<b>\$68,626</b>	2024
<a href="#">Petite Ecole Internationale Inc</a>	TX	\$496,477	School Director	\$77,203	<b>\$73,946</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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	<b>321</b> organizations. Compensation range \$331–\$165,364; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$482,156); for reference, expenses \$471,611 and assets \$37,330.
ROLE MATCH	Catelyn Faschingbauer, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 11 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	26 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	23 <sup>rd</sup>
Reportable pay only (column D), adjusted	27 <sup>th</sup>
All sources (D + E + F), adjusted	26 <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 (Catelyn Faschingbauer) 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 321 similarly situated organizations (Same NTEE sector (B21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,118 is reasonable (approximately the 26<sup>th</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.