

Flame Lily Montessori

Executive Director / CEO

EIN 861968186

CO · NTEE B28

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Caroline Alsmeyer, Executive Director / CEO** (\$55,000) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

Benchmarked executive: Caroline Alsmeyer — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

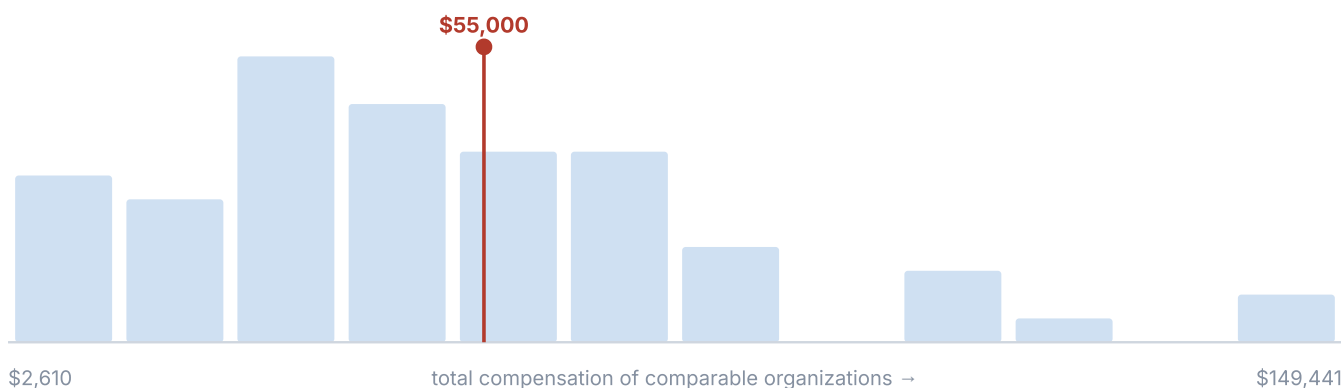
SECTOR Organizations sharing the subject's NTEE classification (B28).

BUDGET Total revenue between \$161,476 and \$361,513 — 0.67x to 1.50x the subject's \$241,009 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B28), nationwide + budget 0.67–1.5x revenue.

61 organizations qualified on sector, size, and geography → **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,292

\$30,446

\$43,802

\$68,443

\$85,081

\$55,000



■ 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
Minnesota Yucai Chinese School	MN	\$241,151	Chair Principal	\$38,721	\$39,902	2024
Montessori Intergenerational Learning Communities	CO	\$242,078	Ceo	\$72,229	\$72,229	2024
Goldenrod Montessori	OH	\$242,242	Head Of Scho	\$39,655	\$43,802	2024
Monarch Home School Inc	OH	\$238,294	President	\$64,246	\$69,135	2025
Dream Catcher Therapy Center Inc	CO	\$235,687	Director	\$25,000	\$25,738	2023
The Shooting Star Foundation Inc	MN	\$250,498	Executive Director	\$38,010	\$39,169	2024
The Shane Center For Therapeutic	OH	\$252,632	Executive Director	\$63,540	\$70,185	2024
Westside Support Services Foundation	CA	\$227,652	Cfo	\$14,760	\$13,292	2024
Longleaf Academy Inc	NC	\$255,509	Executive Director	\$72,549	\$78,177	2024
Cptkd Academy Inc	NY	\$256,141	Office Manager	\$149,946	\$141,306	2024
Appalachian Banner Academy	TN	\$225,870	Executive Director	\$8,325	\$9,126	2024
Resoarcres Inc	KY	\$224,564	Executive Director	\$45,760	\$51,271	2024
Lotus Montessori Academy Inc	MA	\$224,038	President	\$36,923	\$35,625	2023
Dahlia Montessori	NJ	\$223,136	Vice President	\$57,210	\$53,270	2024
Options For College Success	IL	\$261,650	Executive Director And Pre	\$48,934	\$51,652	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Woolly Farms Foundation	KS	\$220,051	President	\$31,110	\$35,051	2024
Humane Equine Aid & Rapid Transport Inc	VA	\$262,910	President	\$7,200	\$7,063	2025
The Kids Int'l Weekend School Inc	NJ	\$217,560	President	\$24,110	\$23,112	2023
Community Alliance For Special Education	CA	\$265,586	Executive Director	\$12,002	\$11,128	2023
Utah Nihongo Hoshuukou	UT	\$215,751	Board Member	\$5,410	\$5,774	2024
Suzuki Academy Of Columbia	SC	\$267,327	Executive Director	\$37,129	\$39,355	2025
The Uniquely Abled Project	CA	\$210,569	Founder & Pres.	\$38,433	\$34,610	2024
Re The Regenerative School	TN	\$210,456	Director	\$60,645	\$68,443	2023
Illinois Special Education Charter	IL	\$210,000	Executive Director	\$110,357	\$116,489	2023
Accorda Music Thanatology Inst	NV	\$209,536	Exec Director	\$31,200	\$32,615	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 61 organizations. Compensation range \$2,610–\$149,441; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$241,009); for reference, expenses \$246,945 and assets \$256,137.

ROLE MATCH Caroline Alsmeyer, reported title "*Director*", 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 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	66 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	62 nd

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 (Caroline Alsmeyer) 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 61 similarly situated organizations (Same NTEE sector (B28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,000 is reasonable (approximately the 66th 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.