

Enriching Partnerships For Early Learning

Executive Director / CEO

EIN 874643594

IL · NTEE B80

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Amber Peters, Executive Director / CEO** (\$80,533) against **every comparable organization** that fit the selection criteria — **100** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

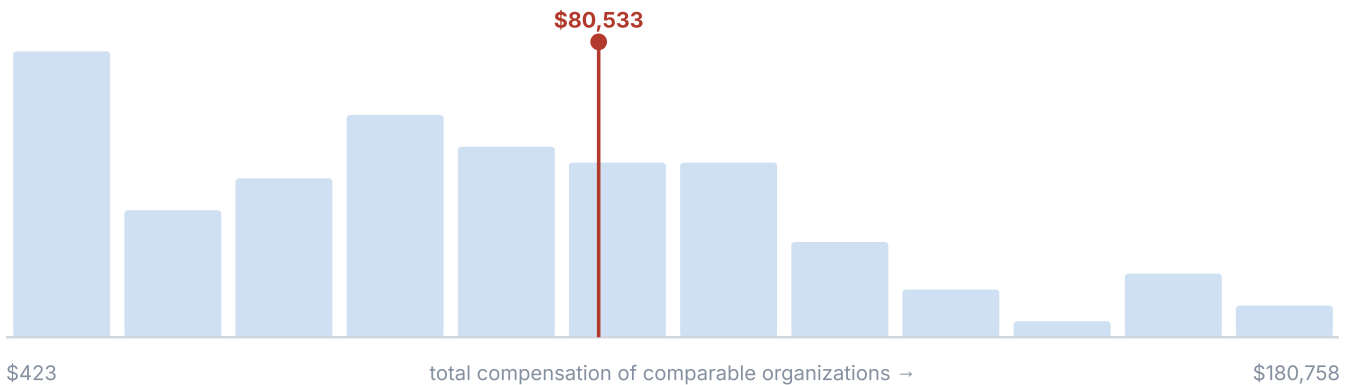
SECTOR Organizations sharing the subject's NTEE classification (B80).

BUDGET Total revenue between \$316,932 and \$709,549 — 0.67x to 1.50x the subject's \$473,033 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B80), nationwide + budget 0.67–1.5x revenue.

100 organizations qualified on sector, size, and geography → **100** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,563	\$28,353	\$59,918	\$91,556	\$120,761	\$80,533
---------	----------	----------	----------	-----------	----------



■ 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 IL 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
Columbia-greene Community	NY	\$475,912	Secretary	\$918	\$892	2023
College Affordable Inc	MA	\$478,589	Executive Director/clerk	\$171,553	\$160,957	2024
Lake Geauga Educational Assistance	OH	\$480,156	Executive Director	\$80,348	\$91,477	2023
Nature Track Foundation Inc	CA	\$465,833	President & Ceo	\$62,550	\$56,393	2024
Ohio School Resource Officers	OH	\$462,423	Executive Di	\$77,878	\$86,122	2024
Youth Tech Inc	KS	\$484,809	Executive Director	\$146,000	\$164,683	2024
The Green Thumb Initiative Inc	CO	\$486,893	Ceo	\$90,530	\$93,311	2023
Nevada Center For Civic Engagement	NV	\$487,302	Executive Director	\$96,000	\$100,470	2024
Level Up Cincinnati	OH	\$453,506	Executive Director	\$80,625	\$91,793	2023
Embright Education	NJ	\$492,664	Executive Dir.	\$54,000	\$49,041	2025
Practice After School Program	WY	\$452,557	Fiscal & It	\$40,810	\$45,627	2024
International House Davis	CA	\$451,451	Executive Dir.	\$98,119	\$88,461	2024
Eclectic Teaching Consortium	AR	\$450,056	Executive Director	\$31,217	\$35,692	2025
Vidal Access Inc	AL	\$497,096	President/employee	\$108,800	\$119,559	2025
Intrax Foundation	CA	\$502,297	Director	\$10,000	\$9,016	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kut Different	FL	\$437,163	Presidence	\$80,960	\$81,754	2023
North Star Self-directed Learning For Teens Inc	MA	\$436,159	Executive Director	\$35,000	\$31,992	2025
Loving Savior Lutheran Chinese School	CA	\$433,875	Ceo	\$28,363	\$26,326	2023
Las Floristas Inc	CA	\$430,769	Executive Di	\$50,000	\$43,917	2025
Student Government Suny College Of	NY	\$515,448	President	\$1,750	\$1,651	2024
The Partnership For West Side High School Inc	NJ	\$521,531	Chief Executive Officer	\$170,000	\$154,389	2025
Hendricks College Network	IN	\$424,534	Non-voting Executive Direc	\$83,581	\$92,026	2024
Bioquest Curriculum Consortium	NH	\$423,272	President	\$30,900	\$30,669	2023
Tools For Tomorrow Inc	CA	\$522,964	Executive Director	\$92,074	\$80,871	2025
Persist Nashville	TN	\$417,857	Founder	\$119,890	\$131,577	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL cost of living and 2025 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 IL 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 **100** organizations. Compensation range \$423–\$180,758; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$473,033); for reference, expenses \$339,175 and assets \$372,070.

ROLE MATCH Amber Peters, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 11 peers 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	63 rd
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	56 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 (Amber Peters) 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 100 similarly situated organizations (Same NTEE sector (B80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,533 is reasonable (approximately the 63rd 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.