

# Seton Foundation

Executive Director / CEO

EIN 882333957

NH · NTEE B24

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Erika Robichaud, Executive Director / CEO** (\$42,273) against **every comparable organization** that fit the selection criteria — **114** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Erika Robichaud — reported title “Trustee/Teacher”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

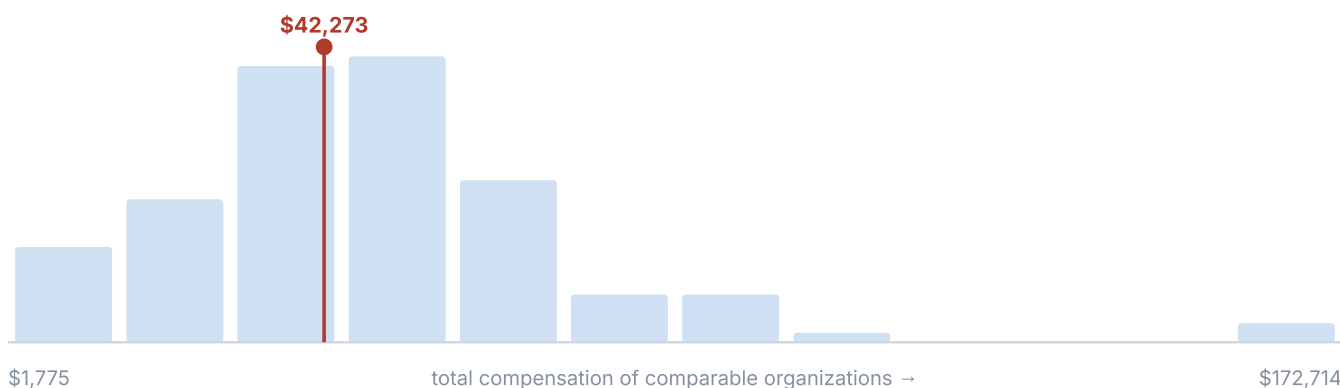
**SECTOR** Organizations sharing the subject's NTEE classification (B24).

**BUDGET** Total revenue between \$230,538 and \$516,132 — 0.67x to 1.50x the subject's \$344,088 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B24), nationwide + budget 0.67–1.5x revenue.

**114** organizations qualified on sector, size, and geography → **114** within the band from the benchmarked peer set.

## Distribution of comparable compensation



|          |          |          |          |          |                 |
|----------|----------|----------|----------|----------|-----------------|
| \$16,511 | \$34,015 | \$45,838 | \$59,119 | \$75,714 | <b>\$42,273</b> |
|----------|----------|----------|----------|----------|-----------------|



## ● 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 NH 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="#">Phoenix Learning Academy</a>               | FL    | \$341,934 | Director             | \$23,181        | <b>\$22,908</b>  | 2024 |
| <a href="#">International School Of Greenville</a>     | SC    | \$348,825 | President            | \$22,800        | <b>\$25,021</b>  | 2024 |
| <a href="#">Cottage Forest School</a>                  | MI    | \$349,440 | Head Of School       | \$15,413        | <b>\$16,304</b>  | 2025 |
| <a href="#">Mysa School Inc</a>                        | DC    | \$337,850 | President            | \$192,053       | <b>\$172,714</b> | 2025 |
| <a href="#">Operation Rebirth Inc</a>                  | OH    | \$352,625 | Exec Directo         | \$35,000        | <b>\$40,147</b>  | 2023 |
| <a href="#">Summit Academy Of Southwest Ohio Inc</a>   | OH    | \$335,504 | Administrator        | \$48,250        | <b>\$53,758</b>  | 2024 |
| <a href="#">Cambria School Of Excellence Inc</a>       | NY    | \$327,723 | Director             | \$24,000        | <b>\$22,813</b>  | 2024 |
| <a href="#">Down To Earth Nonprofit</a>                | OR    | \$326,089 | Executive Director   | \$48,583        | <b>\$47,459</b>  | 2024 |
| <a href="#">Maranatha Academy Inc</a>                  | WI    | \$323,010 | Administratortrustee | \$32,011        | <b>\$35,167</b>  | 2024 |
| <a href="#">Great River Montessori Inc</a>             | WI    | \$322,872 | Secretary Co-founder | \$55,328        | <b>\$62,578</b>  | 2023 |
| <a href="#">Aurora School</a>                          | VT    | \$322,056 | President            | \$38,136        | <b>\$39,337</b>  | 2025 |
| <a href="#">Mercy Prepratory Academy</a>               | TX    | \$319,962 | Founder              | \$20,833        | <b>\$22,569</b>  | 2023 |
| <a href="#">The Trinity School Of Cartersville Inc</a> | GA    | \$368,288 | Director             | \$38,000        | <b>\$39,156</b>  | 2025 |
| <a href="#">Reach Academy Inc</a>                      | FL    | \$317,631 | Director             | \$55,814        | <b>\$53,734</b>  | 2025 |
| <a href="#">Big Leaf Montessori</a>                    | WA    | \$314,984 | Head Of Scho         | \$35,395        | <b>\$34,319</b>  | 2023 |
| <a href="#">Gardenview Montessori School</a>           | WA    | \$314,374 | Director             | \$54,819        | <b>\$51,628</b>  | 2024 |

| ORGANIZATION                                 | STATE | REVENUE   | MATCHED TITLE  | COMP (REPORTED) | COMP (ADJUSTED)  | FY   |
|--|-------|-----------|----------------|-----------------|------------------|------|
| <a href="#">Rochester Classical Academy</a>  | NY    | \$313,821 | Head Of School | \$50,000        | <b>\$48,931</b>  | 2023 |
| <a href="#">Sharon School Of Excellence</a>  | FL    | \$374,801 | Ceo            | \$162,332       | <b>\$165,155</b> | 2023 |
| <a href="#">Platt Park Children's Center</a> | CO    | \$375,367 | Director       | \$58,167        | <b>\$57,159</b>  | 2025 |
| <a href="#">Birch School Inc</a>             | NY    | \$311,558 | Executive Di   | \$62,250        | <b>\$59,172</b>  | 2024 |
| <a href="#">Crossroads Christian Academy</a> | TN    | \$377,701 | Headmaster     | \$15,000        | <b>\$16,586</b>  | 2024 |
| <a href="#">Al Judiy Academy</a>             | CA    | \$377,997 | Head Of School | \$48,127        | <b>\$43,715</b>  | 2024 |
| <a href="#">Acorn School Of Charleston</a>   | SC    | \$378,520 | Administrator  | \$90,000        | <b>\$98,767</b>  | 2024 |
| <a href="#">Trinity Classical Academy</a>    | MS    | \$307,601 | Head Of School | \$8,167         | <b>\$9,851</b>   | 2023 |
| <a href="#">The Grove School</a>             | AL    | \$380,659 | President      | \$58,500        | <b>\$66,482</b>  | 2024 |

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH cost of living and 2023 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 NH 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>114</b> organizations. Compensation range \$1,775–\$172,714; filing years 2022–2025.   |
| SIZE BASIS      | Matched on total revenue (\$344,088); for reference, expenses \$332,094 and assets \$183,584.   |
| ROLE MATCH      | Erika Robichaud, reported title " <i>Trustee/Teacher</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b> |
| RELATED-ORG PAY | 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.   |

**OUTLIERS** 5 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 | 43 <sup>rd</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 47 <sup>th</sup>   |
| Reportable pay only (column D), adjusted  | 46 <sup>th</sup>   |
| All sources (D + E + F), adjusted   | 43 <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 (Erika Robichaud) 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 114 similarly situated organizations (Same NTEE sector (B24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,273 is reasonable (approximately the 43<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.