

# Bailiwicks Enrichment Campus

Executive Director / CEO

EIN 883219684

FL · NTEE B20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Pamela Stone, Executive Director / CEO** (\$9,280) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

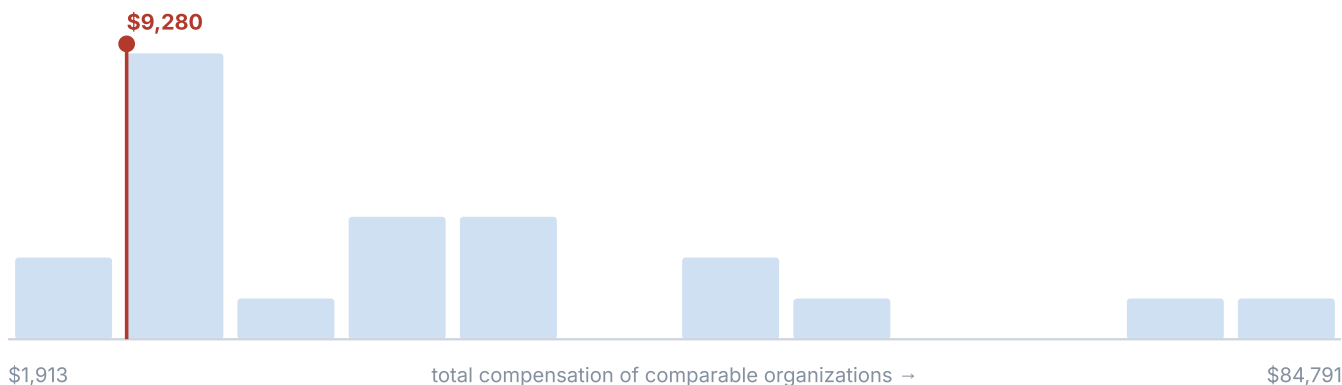
**Benchmarked executive:** Pamela Stone — reported title “President and Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20).
BUDGET	Total revenue between \$64,817 and \$145,113 — 0.67x to 1.50x the subject's \$96,742 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

**21** organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,703	\$13,534	\$24,648	\$35,322	\$56,947	\$9,280
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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 FL 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="#">Foundation For Excellence In Public Education In Clarke County Ga Inc</a>	GA	\$97,615	Exec. Director	\$10,000	<b>\$10,703</b>	2023
<a href="#">Rooted Collaborative</a>	TX	\$94,025	Director	\$22,000	<b>\$22,167</b>	2025
<a href="#">Trustees Of Hopkins Academy</a>	MA	\$93,922	President	\$2,000	<b>\$1,913</b>	2023
<a href="#">Diablo Valley School</a>	CA	\$92,884	Trustee	\$28,338	<b>\$24,648</b>	2025
<a href="#">The Portsmouth Schools Foundation</a>	VA	\$89,951	Executive Di	\$43,333	<b>\$44,538</b>	2023
<a href="#">East Central Illinois Christian School</a>	IL	\$108,457	Bookkeeper	\$15,008	<b>\$14,863</b>	2025
<a href="#">Educational Ministries</a>	OR	\$82,343	Board Member	\$36,000	<b>\$34,566</b>	2024
<a href="#">Yakima Valley Visitors &amp; Convention Fdn</a>	WA	\$80,286	President & Ceo Of Yvvcb	\$13,501	<b>\$12,498</b>	2024
<a href="#">Stonebridge Academy Institute</a>	OK	\$113,838	Director	\$12,586	<b>\$13,960</b>	2025
<a href="#">Trinity Classical Christian Academy</a>	WA	\$116,920	Director	\$31,847	<b>\$29,480</b>	2024
<a href="#">Pathways Early College Academy</a>	CA	\$74,912	Founding Director	\$55,502	<b>\$49,553</b>	2024
<a href="#">Hope Academy For Dyslexia</a>	TX	\$123,120	Director	\$24,211	<b>\$25,040</b>	2024
<a href="#">Abbie S New School Inc</a>	PR	\$124,643	Executive Director	\$7,096	<b>\$7,096</b>	2023
<a href="#">Chesterton Academy Of Saint Margaret Clitherow</a>	TN	\$67,797	Headmaster	\$32,500	<b>\$35,322</b>	2024
<a href="#">Family Learning Institute</a>	MI	\$126,662	Executive Di	\$51,830	<b>\$56,947</b>	2023
<a href="#">Living Way Academy Inc</a>	GA	\$128,253	President	\$11,200	<b>\$11,644</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Friendship Christian School Inc</a>	KY	\$132,251	Vice President	\$12,506	<b>\$13,534</b>	2025
<a href="#">Frederick East Classical Inc</a>	MD	\$137,570	Executive Director	\$15,416	<b>\$15,342</b>	2023
<a href="#">Martin County Education Association</a>	FL	\$140,809	President	\$87,296	<b>\$84,791</b>	2024
<a href="#">King's Christian Academy Inc</a>	VA	\$141,633	Director/teacher	\$32,185	<b>\$31,303</b>	2025
<a href="#">Literacy For Kids Inc</a>	MI	\$143,306	Executive Di	\$65,000	<b>\$71,417</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	21 organizations. Compensation range \$1,913–\$84,791; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$96,742); for reference, expenses \$45,851 and assets \$50,370. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Pamela Stone, reported title " <i>President and Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	10 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	10 <sup>th</sup>
Reportable pay only (column D), adjusted	14 <sup>th</sup>
All sources (D + E + F), adjusted	10 <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 (Pamela Stone) 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 21 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,280 is reasonable (approximately the 10<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.