

Kepler College Of Astrological

Executive Director / CEO

EIN 911573809
 WA · NTEE B64Z
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Tamira McGillivray, Executive Director / CEO** (\$1,000) against the **2000** closest of **3,143** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Tamira McGillivray — 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 (B64Z).
BUDGET	Total revenue between \$257,459 and \$576,402 — 0.67x to 1.50x the subject's \$384,268 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

3,143 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$11,839	\$31,725	\$57,528	\$84,963	\$115,322	\$1,000
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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 WA 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
Virginia Beach Fellows Inc	VA	\$384,280	President/co	\$76,175	\$77,737	2025
Shalom Christian Academy And Daycare	MO	\$384,306	Secretary	\$111,363	\$127,963	2024
Ark Adventure Preschool Inc	TX	\$384,336	Director	\$59,915	\$63,346	2025
Parents Of Rockhill Inc	MA	\$384,487	Vice Princip	\$46,939	\$47,113	2023
Su Casa De Esperanza Inc	TX	\$384,544	Executive Dir.	\$38,490	\$43,004	2023
Careers Clic	NH	\$384,562	Executive Director	\$72,942	\$73,069	2024
Foundation For Excellence In Long Term	PA	\$384,565	President & Ceo	\$45,420	\$49,140	2024
Uw Wausau Campus Foundation Inc	WI	\$384,566	Executive Di	\$73,310	\$83,062	2024
Huaxia Chinese School At Great Valley	PA	\$384,668	Principal	\$5,000	\$5,569	2023
Vermont Learning Collaborative Inc	VT	\$384,730	Executive Dir.	\$65,983	\$70,194	2025
Clover Montessori School	PA	\$383,799	Board President, Founding Teacher Leader	\$67,000	\$74,628	2023
Dr Alvin R Calman Professorship	NJ	\$384,807	Trustee	\$79,602	\$77,105	2024
Molokai Homestead Farmers Alliance	HI	\$383,519	President	\$3,150	\$3,060	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Missouri Association Of Treatment	MO	\$385,113	Executive Di	\$59,792	\$68,705	2024
Literacy Volunteers Of Wayne County Inc	NY	\$383,395	Executive Director	\$61,919	\$60,702	2024
Central Indiana Clubhouse Nfp Corp	IN	\$385,145	—	\$54,618	\$62,487	2024
Leadership Eastside	WA	\$383,356	President And Ceo	\$109,000	\$105,873	2024
One Spark Foundation Inc	CA	\$385,208	Executive Dir	\$17,640	\$16,525	2024
Enrich Kids Now	GA	\$383,289	Executive Director	\$27,210	\$30,558	2023
Dolls & Dreams	DC	\$383,183	Executive Director Interim Chair	\$106,500	\$101,391	2024
206 Universal DbA 206 Zulu	WA	\$383,172	Co-director	\$64,350	\$64,350	2023
Washington Coalition For Police	WA	\$385,521	Interim Executive Director	\$96,635	\$93,863	2024
Toyota Technological Institute At Chicago	IL	\$385,536	President	\$478,816	\$525,778	2023
Tears Inc	OR	\$382,971	Executive Director	\$74,725	\$75,285	2024
Canguros Inc	FL	\$382,902	President	\$45,604	\$46,479	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	2000 organizations. Compensation range \$1–\$578,985; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$384,268); for reference, expenses \$353,955 and assets \$227,214.
ROLE MATCH	Tamira McGillivray, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	215 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	60 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	1 st
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	1 st

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 (Tamira McGillivray) 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 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,000 is reasonable (approximately the 1st 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.