

# Fieldstone Early Learning

Executive Director / CEO

EIN 993197853

MA · NTEE B21

FY ending 2025-08-31

June 10, 2026

This analysis benchmarks the total compensation of **Gail Ader, Executive Director / CEO** (\$70,012) against **every comparable organization** that fit the selection criteria — **23** 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

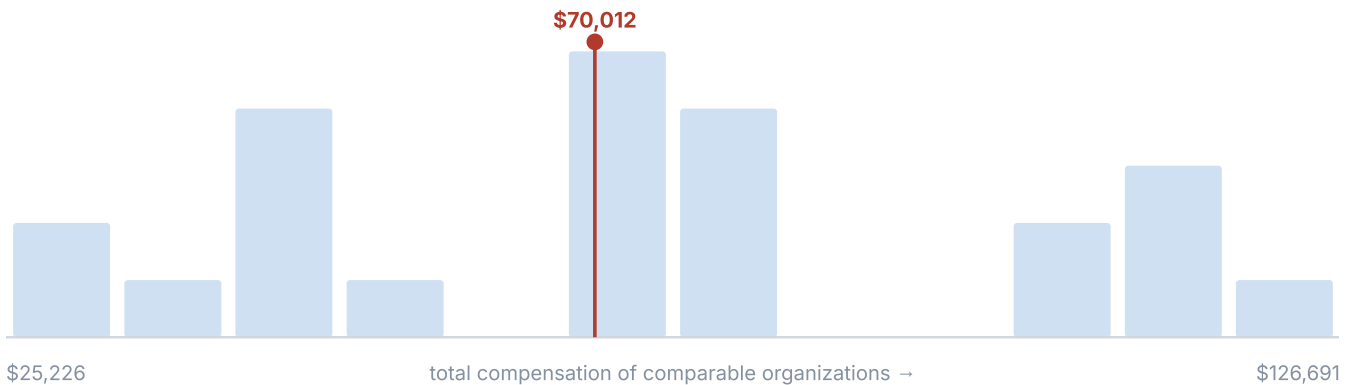
**Benchmarked executive:** Gail Ader — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B21).
BUDGET	Total revenue between \$256,187 and \$573,555 — 0.67x to 1.50x the subject's \$382,370 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B21) + MA + budget 0.67–1.5x revenue.

**23** organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$42,415	\$49,870	\$74,152	\$96,512	\$114,803	\$70,012
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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 MA 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="#">Parents Of Rockhill Inc</a>	MA	\$384,487	Vice Princip	\$46,939	<b>\$49,604</b>	2023
<a href="#">Wilbraham Community Preschool</a>	MA	\$380,140	President	\$65,958	<b>\$67,703</b>	2024
<a href="#">Hancock Nursery School Inc</a>	MA	\$372,688	Executive Di	\$57,753	<b>\$57,753</b>	2025
<a href="#">South Walpole Community Preschool Inc</a>	MA	\$409,703	Executive Dir.	\$47,350	<b>\$50,038</b>	2023
<a href="#">Massachusetts Head Start Association Inc</a>	MA	\$353,945	Executive Director	\$112,997	<b>\$115,987</b>	2024
<a href="#">Community Nursery School Of Wayland</a>	MA	\$350,992	Registrar	\$44,998	<b>\$44,998</b>	2025
<a href="#">Harborlight Nursery School Inc</a>	MA	\$350,619	Executive Director	\$73,000	<b>\$74,931</b>	2024
<a href="#">Community Farm School Inc</a>	MA	\$327,842	Clerk	\$24,576	<b>\$25,226</b>	2024
<a href="#">Ashmont Nursery School Inc</a>	MA	\$306,025	Executive Di	\$70,430	<b>\$72,293</b>	2024
<a href="#">Norwood Christian Preschool Inc</a>	MA	\$304,996	President	\$49,701	<b>\$49,701</b>	2025
<a href="#">Garden Nursery School Inc</a>	MA	\$294,045	Director	\$77,142	<b>\$81,522</b>	2023
<a href="#">Acton Cooperative School Inc</a>	MA	\$472,687	Director	\$73,841	<b>\$78,033</b>	2023
<a href="#">The Boston Children's School Inc</a>	MA	\$483,622	President, Treasurer, Dir	\$123,425	<b>\$126,691</b>	2024
<a href="#">Zinnia Montessori School Inc</a>	MA	\$496,936	President	\$109,630	<b>\$109,630</b>	2025
<a href="#">Carter Nursery School Inc</a>	MA	\$258,376	School Director	\$63,900	<b>\$67,528</b>	2023
<a href="#">Neighborhood Cooperative Nursery School</a>	MA	\$511,308	Executive Director	\$83,393	<b>\$83,393</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Westwood Montessori School Inc</a>	MA	\$526,393	President, T	\$110,067	<b>\$110,067</b>	2025
<a href="#">Norfolk Cooperative Primary Inc</a>	MA	\$536,522	Teacher Rep	\$30,950	<b>\$32,707</b>	2023
<a href="#">Dandelion Parent Education Incorporated</a>	MA	\$548,907	President	\$72,241	<b>\$74,152</b>	2024
<a href="#">Kings Wood Montessori School Inc</a>	MA	\$556,811	Director	\$72,436	<b>\$76,549</b>	2023
<a href="#">The Village School Incorporated</a>	MA	\$559,326	Adm. Director	\$40,692	<b>\$41,769</b>	2024
<a href="#">Montessori Childrens House Of</a>	MA	\$559,344	Asst. Clerk	\$110,100	<b>\$116,351</b>	2023
<a href="#">Aster Montessori School Inc</a>	MA	\$560,865	President	\$103,798	<b>\$109,691</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	23 organizations. Compensation range \$25,226–\$126,691; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$382,370); for reference, expenses \$344,123 and assets \$81,761.
ROLE MATCH	Gail Ader, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

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)	43 <sup>rd</sup>
Reportable pay only (column D), adjusted	43 <sup>rd</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 (Gail Ader) 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 10, 2026, comparing compensation against 23 similarly situated organizations (Same NTEE sector (B21) + MA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,012 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 10, 2026.