

# Carter Issac Enterprises Inc

Executive Director / CEO

EIN 208729625

IN · NTEE F30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ryan King, Executive Director / CEO** (\$61,461) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 51<sup>st</sup> percentile of comparable organizations**

within the typical range

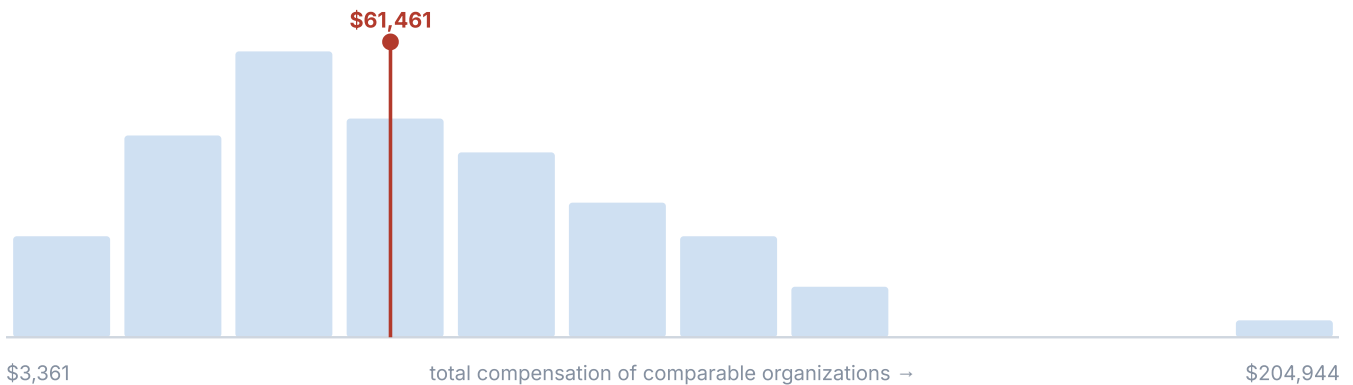
**Benchmarked executive:** Ryan King — reported title “BOARD MEMBER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F30).
BUDGET	Total revenue between \$280,200 and \$627,315 — 0.67x to 1.50x the subject's \$418,210 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F30), nationwide + budget 0.67–1.5x revenue.

**77** organizations qualified on sector, size, and geography → **77** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$25,261	\$38,420	\$61,412	\$82,281	\$112,738	\$61,461
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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 IN 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="#">Rise Corp</a>	MI	\$422,111	President	\$91,355	<b>\$89,415</b>	2024
<a href="#">Margin To Center Consulting</a>	WA	\$423,522	Executive Dir.	\$24,423	<b>\$20,735</b>	2024
<a href="#">Mercy House Of Meadville Inc</a>	PA	\$425,491	President	\$71,413	<b>\$69,525</b>	2023
<a href="#">Care Counselors Incorporated</a>	CA	\$407,349	Director, President	\$94,948	<b>\$80,043</b>	2023
<a href="#">Warrior Built Foundation Inc</a>	CA	\$406,983	President	\$35,102	<b>\$28,742</b>	2024
<a href="#">Grace Christian Counseling Center</a>	MS	\$405,957	Executive Director	\$58,325	<b>\$63,418</b>	2023
<a href="#">Community Counseling Center Of Central</a>	CT	\$430,983	Clinical Direct	\$75,010	<b>\$68,662</b>	2023
<a href="#">Electric City Counseling</a>	PA	\$403,486	President/ceo	\$101,105	<b>\$95,609</b>	2024
<a href="#">21 Roots Farm</a>	MN	\$433,211	Cofounder Board	\$26,667	<b>\$25,725</b>	2023
<a href="#">The Barbara Stone Foundation</a>	SC	\$397,466	Executive Director	\$81,000	<b>\$78,065</b>	2025
<a href="#">The Equus Effect Inc</a>	CT	\$393,223	Executive Director/board M	\$31,665	<b>\$28,153</b>	2024
<a href="#">East Nashville Wellness Center</a>	TN	\$444,298	Cmo/president	\$99,198	<b>\$98,876</b>	2024
<a href="#">Yuan Tze Ren Xue Center</a>	CA	\$444,743	President/board Member	\$52,000	<b>\$42,579</b>	2024
<a href="#">Lifespan Nj Inc</a>	NJ	\$445,659	Director Of Op.	\$57,692	<b>\$48,845</b>	2024
<a href="#">The Mindcap Center Inc</a>	IN	\$446,131	Executive Di	\$71,221	<b>\$73,325</b>	2023
<a href="#">Spirit - Peers For Independence &amp;</a>	CA	\$448,235	Executive Dir.	\$40,312	<b>\$33,984</b>	2023
<a href="#">911 At Ease International Inc</a>	CA	\$387,928	Secretary	\$75,000	<b>\$61,412</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">K9s On The Front Line</a>	ME	\$449,827	Co-founder	\$41,760	<b>\$39,653</b>	2024
<a href="#">Community Resilience Initiative</a>	WA	\$451,310	Executive Director	\$36,256	<b>\$30,781</b>	2024
<a href="#">Mental Health Association Of</a>	VA	\$382,845	Executive Di	\$109,972	<b>\$100,689</b>	2024
<a href="#">Sana Healing Collective</a>	IL	\$456,802	President	\$51,200	<b>\$47,731</b>	2024
<a href="#">Vermont Federation Of Families For Children's Mental Health Inc</a>	VT	\$458,244	Executive Director	\$68,457	<b>\$63,654</b>	2025
<a href="#">Steps With Horses</a>	TX	\$375,071	Executive Director	\$103,067	<b>\$97,765</b>	2024
<a href="#">Partners In-kind</a>	MO	\$371,154	Co-exe Director	\$128,779	<b>\$129,340</b>	2024
<a href="#">Fortaleza Atravez Barreras</a>	OR	\$465,891	Executive Director	\$11,900	<b>\$10,788</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN cost of living and 2024 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 IN 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** 77 organizations. Compensation range \$3,361–\$204,944; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$418,210); for reference, expenses \$417,987 and assets \$233,989.

**ROLE MATCH** Ryan King, reported title "*BOARD MEMBER*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

**RELATED-ORG PAY** 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 1 peer 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	51 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	49 <sup>th</sup>
Reportable pay only (column D), adjusted	52 <sup>nd</sup>
All sources (D + E + F), adjusted	45 <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 (Ryan King) 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 77 similarly situated organizations (Same NTEE sector (F30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,461 is reasonable (approximately the 51<sup>st</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.