

Dutchess Arc Foundation Inc

Executive Director / CEO

EIN 263178367

NY · NTEE F11

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Regina Mckenny Snead, Executive Director / CEO** (\$51,546) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

Benchmarked executive: Regina Mckenny Snead — reported title "EXECUTIVE DIRECTOR (STARTED 3/23)", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (F11).

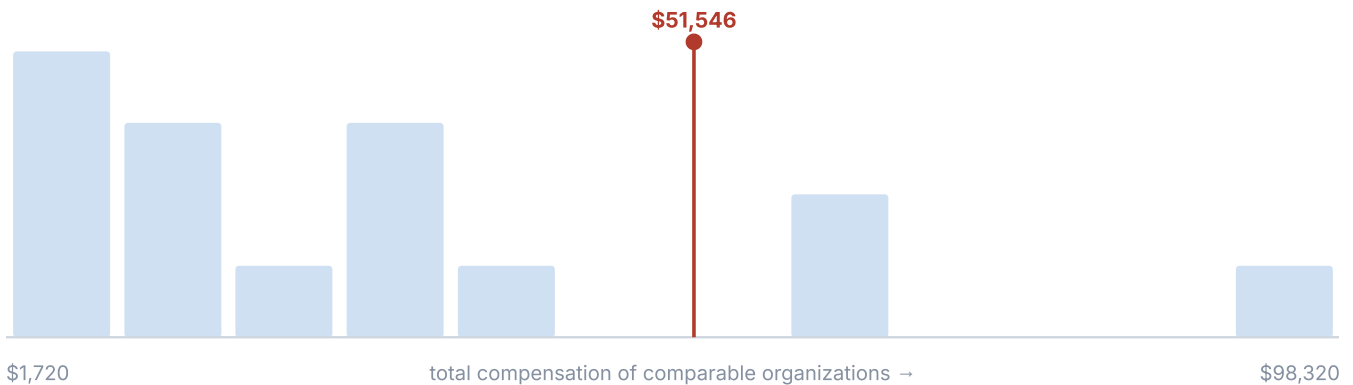
BUDGET Total revenue between \$20,160 and \$45,136 — 0.67x to 1.50x the subject's \$30,091 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,388	\$10,657	\$21,084	\$31,630	\$65,005	\$51,546
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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 NY 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
Gls Legacy Inc	TX	\$30,057	President	\$5,000	\$5,377	2024
Douglas Gardens Community Mental Health	FL	\$29,374	Chief Executive Officer	\$8,167	\$8,491	2023
Grace Abounds	AR	\$31,164	Therapist- Executive Director	\$79,040	\$98,320	2023
Arise	CO	\$33,988	Executive Di	\$61,632	\$63,524	2024
Virginia Crisis Intervention Team Coalition	VA	\$34,160	President	\$12,000	\$12,822	2023
Devereux Cleo Wallace	CO	\$23,843	Chair, Treasurer, Trustee	\$33,001	\$34,014	2024
Phoenix Houses Of New York Inc	NY	\$36,699	President & Ceo	\$67,941	\$65,992	2024
Colorado Veterinary Medical Association	CO	\$22,426	Ceo	\$27,141	\$27,974	2024
Still Wind Ministries Inc	SC	\$38,207	Executive Director	\$14,830	\$16,631	2024
C3 Pastoral Ministries Inc	OK	\$38,321	Ceo	\$24,000	\$29,246	2023
Sundown M Foundation	WA	\$39,356	Executive Director	\$28,878	\$27,791	2024
The Openminds Foundation	CA	\$40,330	Executive Director	\$1,800	\$1,720	2023
Ground For Growth Inc	GA	\$41,154	President	\$5,000	\$5,404	2024
Bloom In The Dark Inc	TN	\$43,599	President Chairman	\$18,125	\$21,084	2023
Resilience Across Borders Inc	MD	\$44,588	Executive Director	\$15,608	\$16,148	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	15 organizations. Compensation range \$1,720–\$98,320; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$30,091); for reference, expenses \$10,981 and assets \$699,534. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Regina Mckenny Snead, reported title " <i>EXECUTIVE DIRECTOR (STARTED 3/23)</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	80 th
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	87 th

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 (Regina Mckenny Snead) 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 15 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,546 is reasonable (approximately the 80th 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.