

Casper Family Connections

Executive Director / CEO

EIN 274951669

WY · NTEE P46

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Karlea Coulter, Executive Director / CEO** (\$75,692) against **every comparable organization** that fit the selection criteria — **78** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

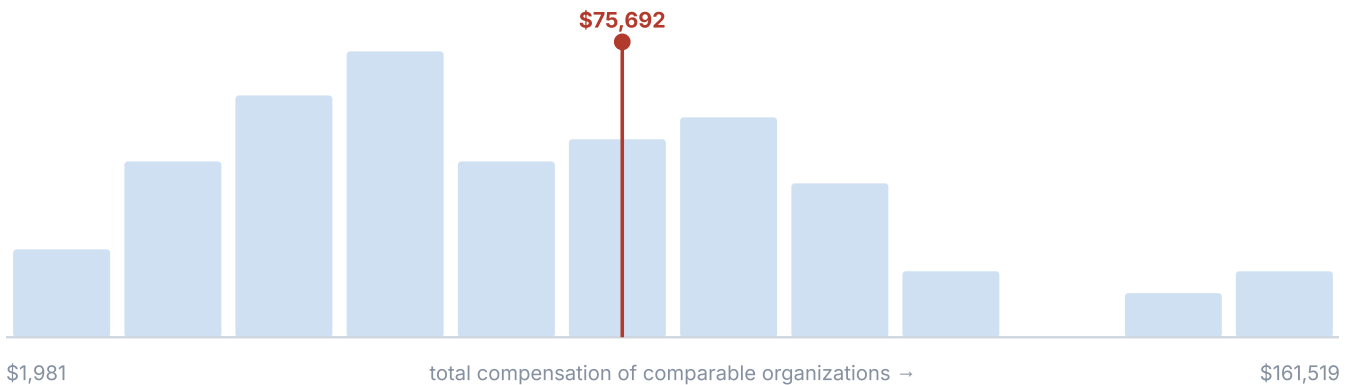
Benchmarked executive: Karlea Coulter — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (P46). |
| BUDGET | Total revenue between \$279,859 and \$626,550 — 0.67x to 1.50x the subject's \$417,700 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (P46), nationwide + budget 0.67–1.5x revenue. |

78 organizations qualified on sector, size, and geography → **78** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|-----------|----------|
| \$23,738 | \$39,912 | \$59,922 | \$85,425 | \$107,148 | \$75,692 |
|----------|----------|----------|----------|-----------|----------|



● 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 WY 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 |
|--|-------|-----------|---------------------|-----------------|------------------|------|
| Kids Turn San Diego | CA | \$420,291 | Executive Director | \$99,696 | \$84,958 | 2023 |
| Community Commitment Inc | PA | \$420,460 | President/ce | \$99,849 | \$98,267 | 2023 |
| Sibs Place Inc | NY | \$414,546 | Executive Director | \$41,683 | \$36,106 | 2024 |
| Tidewater Pastoral Counseling | VA | \$422,288 | Executive Di | \$91,556 | \$84,739 | 2024 |
| Haven Of Hope Inc | KY | \$411,158 | Executive Di | \$51,568 | \$53,107 | 2024 |
| Counseling Center At The Crossing | IN | \$408,764 | President | \$105,099 | \$106,242 | 2024 |
| Home Improvement Ministries Inc | MA | \$408,221 | President | \$119,025 | \$102,527 | 2024 |
| Marriage And Family Counseling Of R I Co | IL | \$405,623 | Executive Director | \$90,871 | \$85,636 | 2024 |
| Encompass Connection Center | OH | \$404,133 | Co-director | \$18,939 | \$19,228 | 2024 |
| Alabama Counseling Association | AL | \$435,298 | Executive Director | \$39,936 | \$40,291 | 2025 |
| Familykind Ltd | NY | \$435,777 | Executive Director | \$93,595 | \$83,466 | 2023 |
| Renacer Social Corp | PR | \$436,240 | Forensic Psychology | \$75,599 | \$77,599 | 2024 |
| Birds On A Wire-moms Inc | GA | \$436,571 | President | \$99,203 | \$95,615 | 2024 |
| From Within Counseling Inc | TN | \$437,007 | President | \$147,690 | \$153,207 | 2023 |
| Coastal Samaritan Counseling Center | SC | \$443,686 | Executive Director | \$94,467 | \$94,469 | 2024 |
| New England Center For Family Connection | MA | \$386,805 | Executive Director | \$61,679 | \$53,130 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|-----------|--------------------|-----------------|------------------|------|
| Outreach Teen And Family Services Inc | PA | \$449,122 | Executive Dir. | \$86,958 | \$85,580 | 2023 |
| Family Service Association Of Lubbock | TX | \$384,689 | Executive Director | \$104,859 | \$100,546 | 2024 |
| Ability Tree Inc | MO | \$453,508 | Ceo | \$60,500 | \$61,425 | 2024 |
| Samaritan Counseling Centers Of The | TN | \$377,475 | Executive D | \$3,750 | \$3,890 | 2023 |
| Community Service Properties Inc | AR | \$465,145 | President/ce | \$14,234 | \$15,337 | 2024 |
| Grace Ministries | VA | \$370,165 | President/director | \$106,200 | \$101,196 | 2023 |
| Grace Counseling Group | CA | \$465,565 | President/treas | \$77,000 | \$63,735 | 2024 |
| Pastoral Counseling Centers Of | MA | \$368,022 | Director | \$35,455 | \$30,541 | 2024 |
| Still Waters Counseling Center | GA | \$357,804 | President | \$43,346 | \$41,778 | 2024 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY 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 WY 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 78 organizations. Compensation range \$1,981–\$161,519; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$417,700); for reference, expenses \$438,662 and assets \$263,507.

ROLE MATCH Karlea Coulter, reported title "EXECUTIVE DIRECTOR", 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 | 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 | 62 nd |
| Total compensation (D + F), as reported (no adjustments) | 60 th |
| Reportable pay only (column D), adjusted | 67 th |
| All sources (D + E + F), adjusted | 55 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 (Karlea Coulter) 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 78 similarly situated organizations (Same NTEE sector (P46), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,692 is reasonable (approximately the 62nd 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.