

Two Bear Therapeutic Riding Center Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Katherine License, Executive Director / CEO** (\$55,000) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

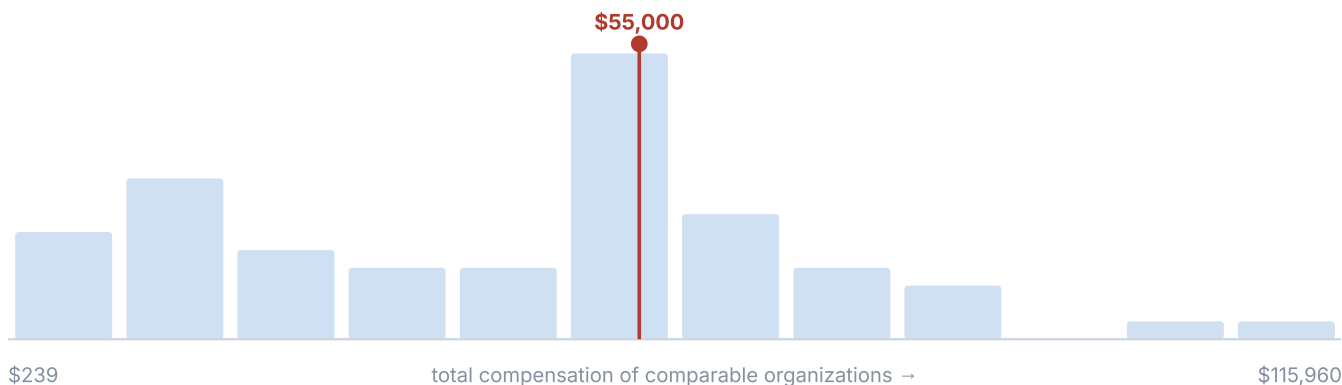
Benchmarked executive: Katherine License — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E50).
BUDGET	Total revenue between \$212,762 and \$476,334 — 0.67x to 1.50x the subject's \$317,556 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E50), nationwide + budget 0.67–1.5x revenue.

60 organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,087	\$19,977	\$48,836	\$59,269	\$71,819	\$55,000
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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 MT 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
Berkeley Acupuncture Project Of Ca	CA	\$316,423	President	\$54,937	\$42,746	2024
New Hope Equine Assisted Therapy	TX	\$320,848	Executive Dir.	\$36,279	\$31,858	2025
Form5 Prosthetics Inc	OH	\$314,173	Founder/ Ceo	\$55,000	\$52,491	2024
Community Supported Acupuncture	KY	\$323,981	Executive Director	\$74,150	\$71,784	2024
Pure Living Recovery And Rehabilitation	IL	\$324,689	Cfo	\$10,908	\$9,663	2024
School Of Service	MO	\$310,410	Executive Director	\$39,046	\$38,365	2023
Ahead With Horses Inc	CA	\$327,152	Executive Dir.	\$64,480	\$50,171	2024
Hopelife Regeneration Inc	NC	\$329,601	President	\$23,088	\$22,131	2023
Willowind Therapeutic Riding Center Inc	ME	\$303,502	Executive Director	\$94,308	\$85,093	2024
Voices Of Hope For Aphasia Inc	FL	\$341,264	Executive Director	\$58,920	\$49,876	2024
Grow Pediatric Therapy Services	MO	\$291,608	Secretary	\$250	\$239	2024
Manes And Motions Therapeutic Riding	CT	\$291,123	President & Ceo	\$19,923	\$16,832	2024
Equi-kids Therapeutic Riding Program	VA	\$344,773	Executive Director	\$23,750	\$21,274	2023
Therapies For Hope Inc	CO	\$344,783	Executive Di	\$5,600	\$4,981	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Therapy And Counseling Services	PA	\$346,088	Treasurer/clinical Director	\$41,769	\$37,533	2024
Salt Lake Harm Reduction Project	UT	\$347,236	Executive Dir.	\$62,500	\$57,640	2024
Boise Services Group Inc	ID	\$287,658	President	\$65,828	\$63,100	2024
Willow Creek Ranch Inc	WI	\$287,616	Executive Director	\$32,261	\$30,359	2024
Rascal Rodeo	WA	\$287,600	Executive Director	\$76,664	\$61,848	2024
Watch Us Farm Inc	IN	\$281,604	Executive Director	\$13,000	\$12,353	2024
Childrens Therapy Clinic	WV	\$281,494	Executive Director	\$51,325	\$51,554	2023
Genuine Animate Navigate Assist Succeed	CA	\$281,355	Executive Director	\$77,542	\$62,116	2023
Camelot Therapeutic Horsemanship Inc	AZ	\$281,224	President	\$80,291	\$69,579	2024
Center For Adaptive Riding	NV	\$280,867	Former Executive Director	\$10,500	\$9,484	2024
The Arc Of Whatcom County	WA	\$357,296	Executive Director	\$63,711	\$52,917	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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 60 organizations. Compensation range \$239–\$115,960; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$317,556); for reference, expenses \$268,108 and assets \$151,530.

ROLE MATCH Katherine License, reported title "Executive Dir.", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	68 th
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	60 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 (Katherine License) 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 60 similarly situated organizations (Same NTEE sector (E50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,000 is reasonable (approximately the 68th 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.