

Kid Kare Project Inc

Executive Director / CEO

EIN 352091244

IN · NTEE B99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mary A Shannon, Executive Director / CEO** (\$7,737) against **every comparable organization** that fit the selection criteria — **245** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **7th** percentile of comparable organizations

below the typical range for comparable organizations

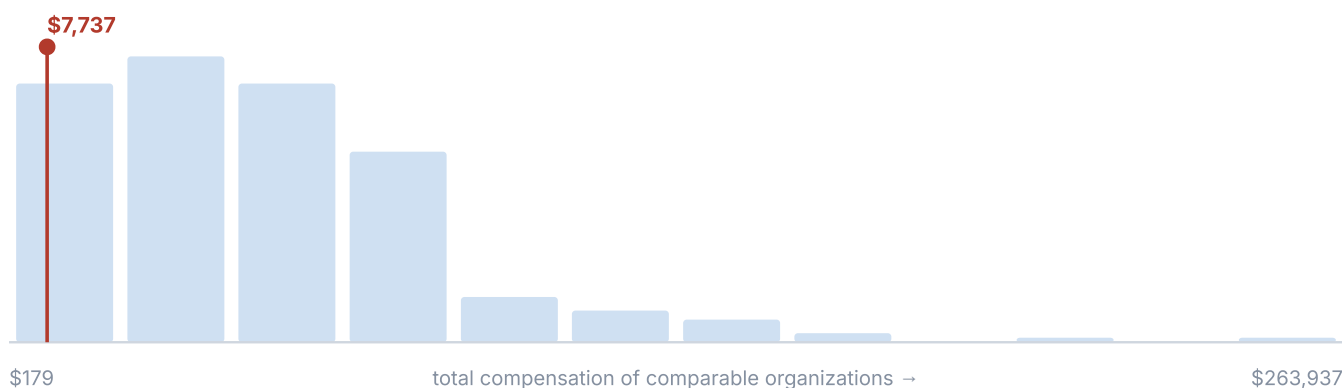
Benchmarked executive: Mary A Shannon — reported title "Office Manager", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$124,319 and \$278,328 — 0.67× to 1.50× the subject's \$185,552 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue.

245 organizations qualified on sector, size, and geography → **245** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$13,196

\$23,853

\$44,911

\$68,110

\$91,288

\$7,737

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 7TH
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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
Lite House Partners Inc	GA	\$185,332	Executive Director	\$183	\$179	2023
Newport-mesa High School	CA	\$185,868	Secretary/treasurer	\$1,200	\$983	2024
Cardio-facio-cutaneous International	NY	\$184,530	Former Executive Director	\$67,516	\$59,562	2023
Cbee Foundation	CA	\$187,131	Ceo	\$182,431	\$149,380	2024
Agc Of Iowa Foundation	IA	\$183,174	Executive Vice President	\$31,254	\$32,451	2024
Estes Park Learning Place Inc	CO	\$182,902	Executive Director	\$56,156	\$51,061	2024
Beth Israel Dermatology Foundation Inc	MA	\$189,638	Director (Dermatologist, Hmfp)	\$100,462	\$85,606	2024
Architectural Foundation Of	CA	\$189,680	Executive Dir.	\$150,646	\$123,353	2024
Monroe County Bar Center For Education	NY	\$181,226	Executive Director - Thru Dec 2024	\$17,320	\$14,459	2025
Antiquarian Book School Foundation	CO	\$190,850	Executive Director	\$12,083	\$10,987	2024
Lincoln-way High School Foundation	IL	\$179,721	Executive Di	\$60,000	\$55,935	2024
American Diplomacy Foundation	CT	\$179,500	President And Secretary	\$155,795	\$142,609	2023
Curenfwithjack	GA	\$179,333	President	\$62,500	\$59,592	2024
The Black Fives Foundation	CT	\$191,995	President, E	\$50,000	\$45,768	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Empowering Garden Inc	IL	\$192,373	President	\$19,500	\$18,716	2023
Caledonia Education Foundation	MI	\$192,835	Executive Di	\$19,582	\$19,166	2024
Literacy Lubbock	TX	\$178,019	Executive Director	\$75,328	\$71,453	2024
Unity Foundation	ME	\$177,085	Ceo/chairman	\$86,544	\$84,604	2023
Lectica Inc Fka Dev Test Svs	MA	\$176,554	Pres, Treas, Clerk	\$51,193	\$44,911	2023
Friends Of Transit	AZ	\$176,478	Executive Director	\$90,000	\$82,077	2024
Recycle Across America	MN	\$194,922	Executive Di	\$35,604	\$34,346	2023
Coalition For Public Safety Training In	MD	\$194,929	Executive Director	\$42,017	\$38,350	2023
Church Leadership Development	TX	\$175,460	President	\$76,920	\$75,118	2023
Tennessee Advocates For Planned	TN	\$175,276	Executive Di	\$95,771	\$95,460	2024
Jewels Academy	IA	\$174,974	President	\$39,582	\$41,098	2024

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.

● Sample, role match & sensitivity

PEER COUNT **245** organizations. Compensation range \$179–\$263,937; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$185,552); for reference, expenses \$182,635 and assets \$53,780.

ROLE MATCH	Mary A Shannon, reported title " <i>Office Manager</i> ", 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	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	7 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 (Mary A Shannon) 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 245 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,737 is reasonable (approximately the 7th 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.