

# Kaneco Association

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Frances L Baker, Executive Director / CEO** (\$12,317) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

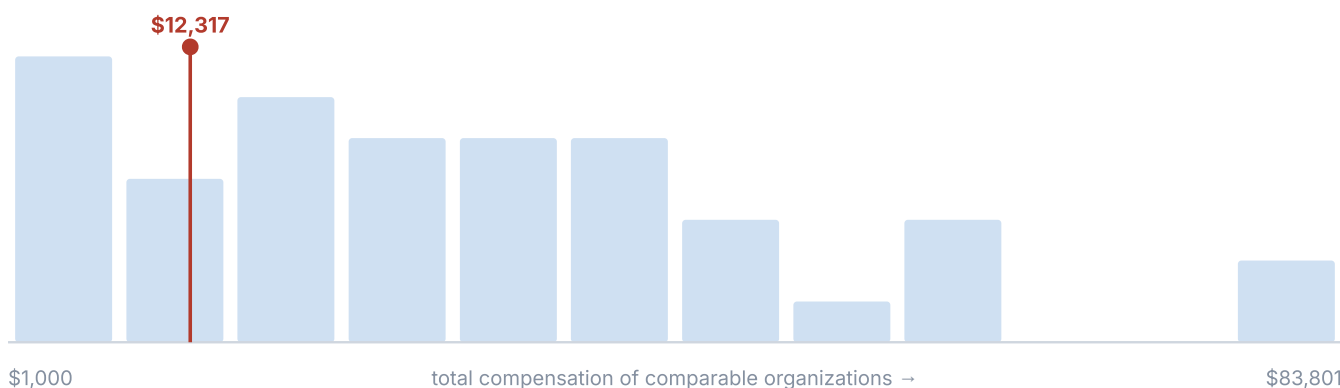
**Benchmarked executive:** Frances L Baker — reported title “SECRETARY/TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N20).
BUDGET	Total revenue between \$102,225 and \$228,864 — 0.67x to 1.50x the subject's \$152,576 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N20), nationwide + budget 0.67–1.5x revenue.

**41** organizations qualified on sector, size, and geography → **41** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,059	\$14,437	\$27,481	\$39,932	\$56,232	\$12,317
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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 IL 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="#">Friendly Hills Charitable Foundation Inc</a>	OH	\$151,457	President	\$4,992	<b>\$5,378</b>	2023
<a href="#">Camp Pattersonville Inc</a>	NY	\$146,633	Director	\$40,000	<b>\$35,711</b>	2024
<a href="#">Humanity In Unity Inc</a>	CO	\$158,643	Board Member	\$26,640	<b>\$25,983</b>	2023
<a href="#">Freedom Center</a>	VA	\$145,772	Executive Di	\$40,000	<b>\$39,285</b>	2023
<a href="#">Seeker Springs Ministry Inc</a>	LA	\$144,919	Executive Director	\$16,692	<b>\$18,696</b>	2023
<a href="#">Friends Of Wisconsin Camp Tapawingo Corporation</a>	WI	\$143,915	Camp Director, Board Member	\$51,998	<b>\$53,652</b>	2024
<a href="#">Backwoods Christian Camp Inc</a>	AL	\$162,108	Managing Director	\$28,800	<b>\$30,740</b>	2024
<a href="#">Fort Hope Inc</a>	CA	\$137,759	President	\$37,000	<b>\$32,498</b>	2023
<a href="#">The Kentucky State Police Foundation Inc</a>	KY	\$135,860	Executive Director	\$77,415	<b>\$82,173</b>	2024
<a href="#">Emilie M Bullowa Memorial Endowment Of</a>	NY	\$169,431	Scout Executive/ceo	\$18,549	<b>\$16,560</b>	2024
<a href="#">Greater Hamilton Homes Inc</a>	MD	\$133,766	Treasurer	\$28,731	<b>\$26,538</b>	2024
<a href="#">Monroe County Education Foundation Inc</a>	WV	\$133,506	Administrator	\$19,210	<b>\$21,157</b>	2023
<a href="#">Horses N Heroes Of Marion County Inc</a>	FL	\$171,832	Executive Director	\$7,800	<b>\$7,239</b>	2024
<a href="#">Reach Therapeutic Riding Center</a>	TX	\$172,591	Executive Director	\$41,083	<b>\$40,602</b>	2024
<a href="#">Eagle River United Methodist Camp</a>	AK	\$130,545	Camp Manager	\$2,600	<b>\$2,455</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">College Of Diplomates Of The American</a>	IL	\$130,025	Director	\$1,000	<b>\$1,000</b>	2023
<a href="#">Glad Tidings Bible Camp Inc</a>	NE	\$129,102	Executive Dir.	\$30,749	<b>\$33,640</b>	2023
<a href="#">Chicagami</a>	MN	\$129,091	Camp Director	\$28,674	<b>\$27,993</b>	2024
<a href="#">Pacesetters Baseball Inc</a>	NE	\$176,383	President/dean Of Coaches	\$10,200	<b>\$11,159</b>	2023
<a href="#">Kids At Heart</a>	CO	\$177,637	President	\$66,000	<b>\$62,525</b>	2024
<a href="#">Midcourse Correction Challenge Campinc</a>	MI	\$177,960	Vice President	\$3,000	<b>\$3,059</b>	2024
<a href="#">Kids &amp; Pros Inc</a>	FL	\$178,598	Executive Director	\$50,050	<b>\$46,453</b>	2024
<a href="#">Women Leaders Forum Of The Coachella</a>	CA	\$181,428	—	\$10,106	<b>\$8,876</b>	2023
<a href="#">Camp Kids Are Kids Chicago</a>	IL	\$121,024	Director	\$30,000	<b>\$29,139</b>	2024
<a href="#">Lake Hamilton Bible Camp</a>	AR	\$185,282	President	\$13,000	<b>\$14,437</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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** 41 organizations. Compensation range \$1,000–\$83,801; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$152,576); for reference, expenses \$229,938 and assets \$1,041,548. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Frances L Baker, reported title " <i>SECRETARY/TREASURER</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	24 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	24 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	95 <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 (Frances L Baker) 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 41 similarly situated organizations (Same NTEE sector (N20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,317 is reasonable (approximately the 24<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.