

# Crossing Bridges Therapeutic Riding Center Inc

EIN 371746728

OR · NTEE F30

FY ending 2024-12-31

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Clark, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **76** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30<sup>th</sup>** percentile of comparable organizations within the typical range

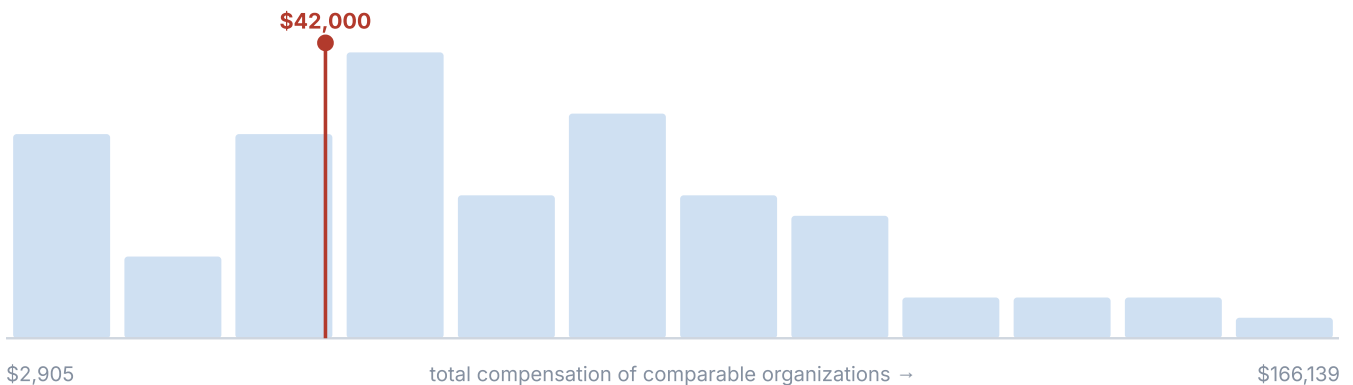
**Benchmarked executive:** Jennifer Clark — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F30).
BUDGET	Total revenue between \$224,155 and \$501,841 — 0.67x to 1.50x the subject's \$334,561 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F30), nationwide + budget 0.67–1.5x revenue.

**76** organizations qualified on sector, size, and geography → **76** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$12,725</b> 10TH	<b>\$34,787</b> 25TH	<b>\$58,093</b> MEDIAN	<b>\$88,316</b> 75TH	<b>\$109,852</b> 90TH	<b>\$42,000</b> THIS ORG · 30TH
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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 OR 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="#">Ben's Ranch Foundation Inc</a>	IN	\$333,848	Chairman/exe Director	\$60,000	<b>\$68,134</b>	2024
<a href="#">Everybody Loves Kenny Inc</a>	NJ	\$327,235	Vice President	\$49,800	<b>\$47,879</b>	2024
<a href="#">The Transition House Of Indiana Inc</a>	FL	\$346,921	Ceo	\$3,773	<b>\$3,817</b>	2024
<a href="#">Inner Journey Healing Arts Center</a>	OR	\$348,937	Secretary Treasurer	\$58,075	<b>\$56,578</b>	2025
<a href="#">Soul Friends Inc</a>	CT	\$320,064	Ceo	\$5,710	<b>\$5,765</b>	2024
<a href="#">Lifechanges Family Guidance&amp;wellnes</a>	NC	\$319,681	President	\$39,212	<b>\$43,629</b>	2024
<a href="#">Rise Homes</a>	NV	\$350,474	President	\$9,025	<b>\$10,030</b>	2023
<a href="#">Cbhs Inc</a>	NY	\$316,239	Chief Administrative Officer	\$12,436	<b>\$12,101</b>	2024
<a href="#">Clearhope Counseling Center</a>	TX	\$312,998	Executive Director	\$123,602	<b>\$133,139</b>	2024
<a href="#">Agape Therapy Institute Corporation</a>	FL	\$307,934	Founder Ceo Clinical Director	\$102,492	<b>\$106,742</b>	2023
<a href="#">Nami Lake County Oh</a>	OH	\$363,723	Executive Director	\$47,500	<b>\$55,775</b>	2023
<a href="#">Windhorse Guild Inc</a>	CO	\$363,946	Executive Director	\$86,038	<b>\$88,838</b>	2024
<a href="#">Katies Place Clubhouse</a>	PA	\$364,373	President And Ceo	\$15,138	<b>\$15,837</b>	2025
<a href="#">Medicine Horse Program</a>	CO	\$302,775	Executive Director	\$81,785	<b>\$84,447</b>	2024
<a href="#">Good Grief Of Northwest Ohio Inc</a>	OH	\$367,964	Managing Director	\$69,502	<b>\$79,269</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">R &amp; B Counseling Corp Nfp</a>	IL	\$369,875	Chair	\$50,750	<b>\$55,313</b>	2023
<a href="#">Partners In-kind</a>	MO	\$371,154	Co-exe Director	\$128,779	<b>\$146,875</b>	2024
<a href="#">Steps With Horses</a>	TX	\$375,071	Executive Director	\$103,067	<b>\$111,020</b>	2024
<a href="#">Buehler Wellness Center Inc</a>	IL	\$291,955	Ceo	\$45,079	<b>\$47,723</b>	2024
<a href="#">The Reflect Organization</a>	PA	\$290,245	Chief Executive Officer	\$43,186	<b>\$47,745</b>	2023
<a href="#">Mental Health Association Of</a>	VA	\$382,845	Executive Di	\$109,972	<b>\$114,340</b>	2024
<a href="#">International Bipolar Foundation</a>	CA	\$285,976	Executive Dir.	\$157,386	<b>\$150,667</b>	2023
<a href="#">Fresh Start Clubhouse Inc</a>	MI	\$283,567	Executive Di	\$66,908	<b>\$74,366</b>	2024
<a href="#">The Mental And Emotional Resource Center</a>	TN	\$283,071	Executive Dir	\$29,423	<b>\$34,287</b>	2023
<a href="#">Papillion Center Inc</a>	KY	\$282,268	Executive Director	\$88,463	<b>\$102,343</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	76 organizations. Compensation range \$2,905–\$166,139; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$334,561); for reference, expenses \$334,125 and assets \$150,083.
ROLE MATCH	Jennifer Clark, 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	30 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	34 <sup>th</sup>
Reportable pay only (column D), adjusted	32 <sup>nd</sup>
All sources (D + E + F), adjusted	25 <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 (Jennifer Clark) 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 76 similarly situated organizations (Same NTEE sector (F30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 30<sup>th</sup> 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.