

Happiness Through Horses

Executive Director / CEO

EIN 463226710
 CO · NTEE O50
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Kimberley K Swaney, Executive Director / CEO** (\$6,135) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Kimberley K Swaney — 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 (O50).

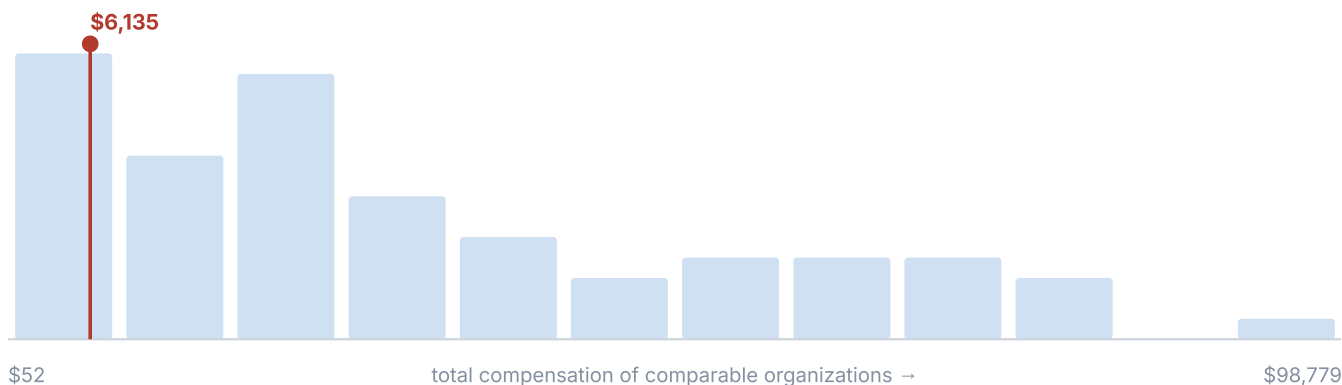
BUDGET Total revenue between \$63,231 and \$141,562 — 0.67x to 1.50x the subject's \$94,375 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

67 organizations qualified on sector, size, and geography

→ **67** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,297

\$10,061

\$23,054

\$48,494

\$69,686

\$6,135



■ 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 CO 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
United For Youth Nfp	IL	\$93,472	Scout Executive	\$17,335	\$17,264	2024
Reach Center	CA	\$93,302	President/director	\$2,500	\$2,186	2024
Leaving The Streets Ministries Inc	MA	\$96,213	President	\$39,700	\$37,205	2023
Community Transitions Inc	MD	\$91,593	Ceo	\$25,016	\$23,691	2024
Inspire S-ve Inc	NY	\$91,587	Director Of Cfc	\$19,698	\$18,031	2024
Reborn Minds Inc	GA	\$97,343	Executive Director	\$32,880	\$33,489	2024
Clay Soper Memorial Fund Inc	MA	\$97,683	President	\$25,000	\$23,429	2023
Make Momma Proud	IL	\$99,223	President	\$3,400	\$3,486	2023
Northern Lights Youth Services Inc	ND	\$99,473	Executive Director	\$24,000	\$27,467	2023
Urban 360	CA	\$99,700	President	\$25,600	\$23,054	2023
Pathway Learning Center	MN	\$88,150	Managing Director	\$55,465	\$55,517	2024
Back 2 Basics Ministry	TX	\$100,975	President	\$27,027	\$27,386	2024
Sol Of The Cities	MN	\$87,574	Key Employee	\$47,000	\$48,433	2023
Camp Journey Nw	WA	\$101,664	Non-voting Board Member	\$33,472	\$30,357	2024
Crosswalk Teen Center	MI	\$86,718	Executive Director	\$5,000	\$5,228	2024
The Outstanding Youth Awards	SC	\$103,945	Oya Founder & Executive Director	\$10,033	\$10,602	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pure Productions Inc	TX	\$103,993	Director, President	\$94,688	\$98,779	2023
Camp Quest Inc	SC	\$104,105	Executive Director	\$76,378	\$80,714	2024
Tfd Soccer Limited	NY	\$104,726	Treasurer	\$11,308	\$10,656	2023
Legacy Makers Inc	NY	\$105,000	Executive Director	\$24,000	\$22,617	2023
Strictly Soccer Futbol Club Inc	FL	\$83,564	President	\$2,300	\$2,189	2024
Youth Voices Center Inc	NY	\$105,654	Exec Director/president	\$60,760	\$57,259	2023
Wolfpack Wrestling Club Inc	NC	\$105,742	Director	\$15,000	\$15,700	2024
Victor Cruz Foundation Inc	NJ	\$82,121	Executive Director	\$30,000	\$27,132	2024
Sheriffs Youth Project	MN	\$107,096	Gmblg Mgr-board	\$9,600	\$9,609	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	67 organizations. Compensation range \$52–\$98,779; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$94,375); for reference, expenses \$83,016 and assets \$37,542.
ROLE MATCH	Kimberley K Swaney, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	21 st
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	21 st

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 (Kimberley K Swaney) 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 67 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,135 is reasonable (approximately the 21st 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.