

Chick A Dee Acres Farm Inc

Executive Director / CEO

EIN 464030222

WI · NTEE E50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Timothy Bogeman, Executive Director / CEO** (\$52,500) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

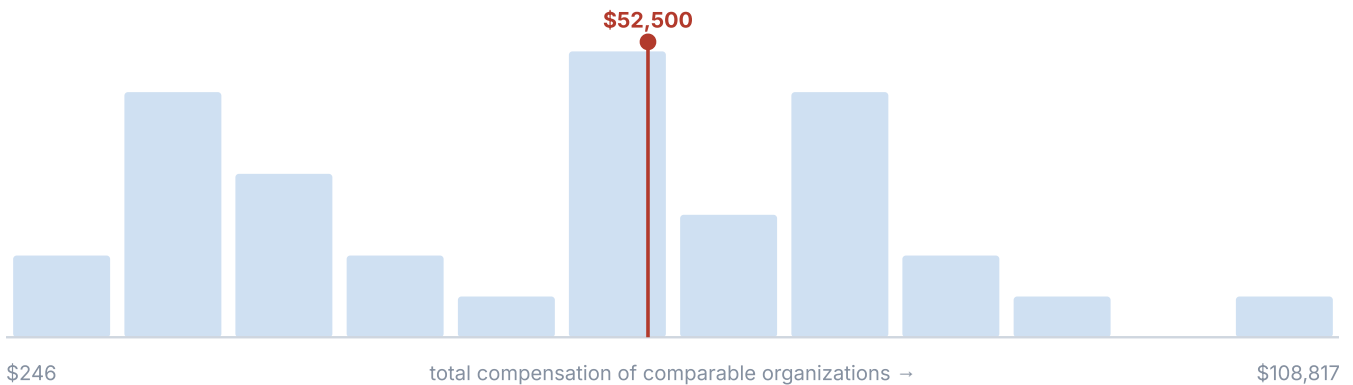
Benchmarked executive: Timothy Bogeman — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (E50).
- BUDGET** Total revenue between \$137,264 and \$307,308 — 0.67x to 1.50x the subject's \$204,872 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (E50), nationwide + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,284	\$20,187	\$50,104	\$63,975	\$73,398	\$52,500
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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 WI 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
Heart Inclusive Arts Community	SC	\$204,230	Executive Director	\$46,142	\$46,092	2023
Beth Sholom Rehab Clinic	VA	\$207,238	President & Ceo	\$16,710	\$15,449	2023
Fortis Therapy Center	TX	\$207,643	Executive Director	\$56,801	\$54,405	2023
Hope Springs Equestrian Therapy Inc	PA	\$209,781	Executive Director	\$75,153	\$69,703	2024
Hilltop Horizons Inc	PA	\$211,681	Executive Di	\$38,462	\$35,673	2024
Remount Foundation	CO	\$212,567	Founder	\$42,778	\$39,276	2023
Houston County Volunteer Medical Clinic	GA	\$196,630	Director	\$51,865	\$48,502	2024
Higher Ground Healing	CO	\$189,695	President	\$1,500	\$1,338	2024
Mini Therapy Horses	CA	\$220,491	Director	\$27,588	\$22,156	2024
Spirit Club Foundation Inc	MD	\$186,405	Executive Director	\$81,300	\$70,692	2024
Aphasia Center Of California	CA	\$185,067	Exec Directo	\$28,484	\$22,876	2024
Small Miracles Therapeutic	TN	\$229,287	Executive Di	\$51,482	\$50,329	2024
The Hands Of Christ Inc	TN	\$179,547	President	\$64,032	\$62,598	2024
The Medicine Horse Center	CO	\$233,473	Executive Dir.	\$63,232	\$56,391	2024
Meg Foundation	CO	\$238,925	Executive Director	\$122,019	\$108,817	2024
Adaptive Physical Education	CA	\$246,621	Vice President	\$62,388	\$50,104	2024
Heartstrides Therapeutic Riding	WA	\$251,000	Founding Director	\$60,625	\$50,481	2024
Hopewell Ranch Inc	MI	\$251,146	Executive Di	\$21,300	\$21,051	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gestalt Training Institute Of Philadelphia Inc	PA	\$252,225	Ex. Director Until 1/20/23	\$61,300	\$58,534	2023
Help Me Grow Pediatric Rehab Services	NH	\$256,370	Executive Director	\$22,500	\$19,322	2024
Stable Friendships Foundation Inc	NY	\$258,980	Vice President	\$21,000	\$17,649	2024
Central New York Regional Emergency	NY	\$261,182	Excutive Director	\$90,934	\$74,452	2025
Wilderwood Equine Therapy	NM	\$263,853	Executive Di	\$81,625	\$81,651	2024
Healing Reins Of Kentucky Inc	KY	\$271,770	Director	\$14,095	\$14,084	2024
Center For Adaptive Riding	NV	\$280,867	Former Executive Director	\$10,500	\$9,789	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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	35 organizations. Compensation range \$246–\$108,817; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$204,872); for reference, expenses \$206,445 and assets \$93,639.
ROLE MATCH	Timothy Bogeman, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	57 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	51 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 (Timothy Bogeman) 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 35 similarly situated organizations (Same NTEE sector (E50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,500 is reasonable (approximately the 57th 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.