

Kindred Spirits Care Farm

Executive Director / CEO

EIN 464050562

CA · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Karen Snook, Executive Director / CEO** (\$10,000) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

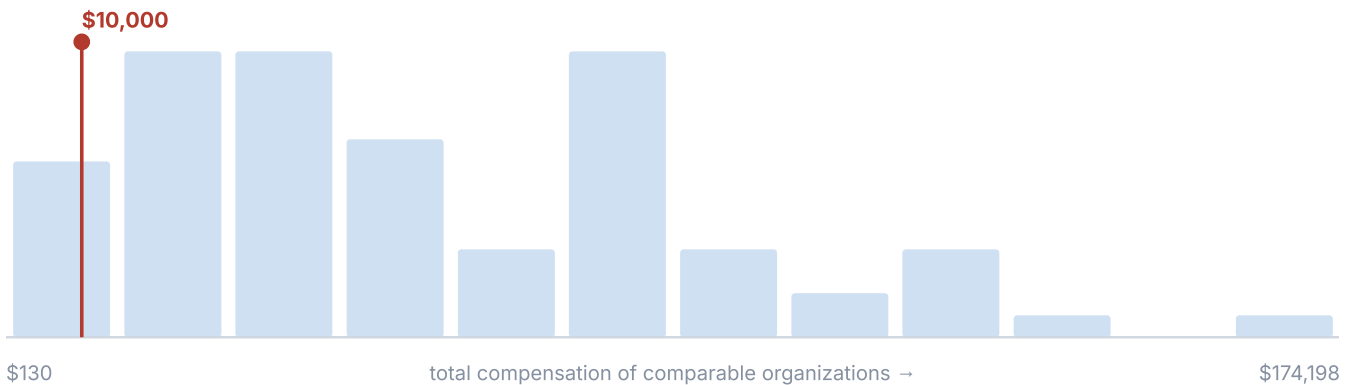
Benchmarked executive: Karen Snook — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$122,835 and \$275,005 — 0.67x to 1.50x the subject's \$183,337 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + CA + budget 0.67–1.5x revenue.

72 organizations qualified on sector, size, and geography → **72** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,553	\$27,379	\$46,654	\$78,211	\$106,922	\$10,000
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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 CA 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
El Emet Inc	CA	\$184,498	Cfo	\$39,000	\$39,000	2024
African American Wellness Center For Children Families	CA	\$180,993	Ceodirector	\$28,464	\$28,464	2024
Cuyama Valley Family Resource Center	CA	\$186,476	Executive Director	\$45,630	\$46,978	2023
587 Ministries Inc	CA	\$175,473	President	\$50,000	\$50,000	2024
Beyond Fistula	CA	\$192,936	Co-director	\$7,392	\$7,392	2024
Pelican Cove Counseling Center	CA	\$194,911	Executive Director	\$68,034	\$68,034	2024
Charity For Charity	CA	\$196,905	Secretary	\$37,558	\$38,667	2023
Hygieia Behavioral Health Foundation Inc	CA	\$166,700	President And Ceo	\$120,000	\$120,000	2024
Chen Teng Hsiu Compassion Foundation	CA	\$200,181	Secretary	\$48,000	\$48,000	2024
Sustainable Silicon Valley	CA	\$166,295	Executive Dir.	\$26,833	\$26,833	2024
Santa Monica Bay Area Human Relations	CA	\$166,141	Director	\$80,844	\$80,844	2024
Lichen Health	CA	\$200,779	Exec Dir, Vp	\$103,846	\$101,169	2025
Northern California Dr Martin Luther King Jr Community Foundatio	CA	\$164,851	Officer	\$99,220	\$96,662	2025
Nextstep Ministries	CA	\$163,347	President/exec Director	\$27,524	\$27,524	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Live Oak Mental Wellness Project Inc	CA	\$205,144	Ceo	\$14,368	\$14,368	2024
The Latino Cancer Institute	CA	\$205,874	Founder/president	\$36,000	\$37,063	2023
Flourish Ministries Inc	CA	\$160,448	President	\$89,347	\$91,986	2023
Return To Zero Hope Inc	CA	\$206,705	Executive Director	\$59,400	\$59,400	2024
Ananda Valley Farm	CA	\$207,786	President	\$26,944	\$26,944	2024
We Are Brave Together	CA	\$208,296	Executive Dir.	\$42,000	\$42,000	2024
Crack The Wellness Code	CA	\$208,999	Co-founder	\$60,000	\$61,772	2023
African Leadership Partners Inc	CA	\$213,728	President	\$33,600	\$33,600	2024
Thomas Toy Community Center	CA	\$214,994	Executive Dir.	\$46,667	\$48,045	2023
Mattole Valley Resource Center	CA	\$151,615	Executive Dir.	\$30,058	\$29,283	2025
Because Black Is Still Beautiful	CA	\$215,523	Executive Director	\$125,004	\$128,696	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 72 organizations. Compensation range \$130–\$174,198; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$183,337); for reference, expenses \$179,392 and assets \$1,474,955.

ROLE MATCH	Karen Snook, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	10 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	14 th
All sources (D + E + F), adjusted	10 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 (Karen Snook) 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 72 similarly situated organizations (Same NTEE sector (P20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,000 is reasonable (approximately the 10th 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.