

Thistle And Bee Enterprises Inc

Executive Director / CEO

EIN 474475453
 TN · NTEE P62
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Autumn Chastain, Executive Director / CEO** (\$120,558) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

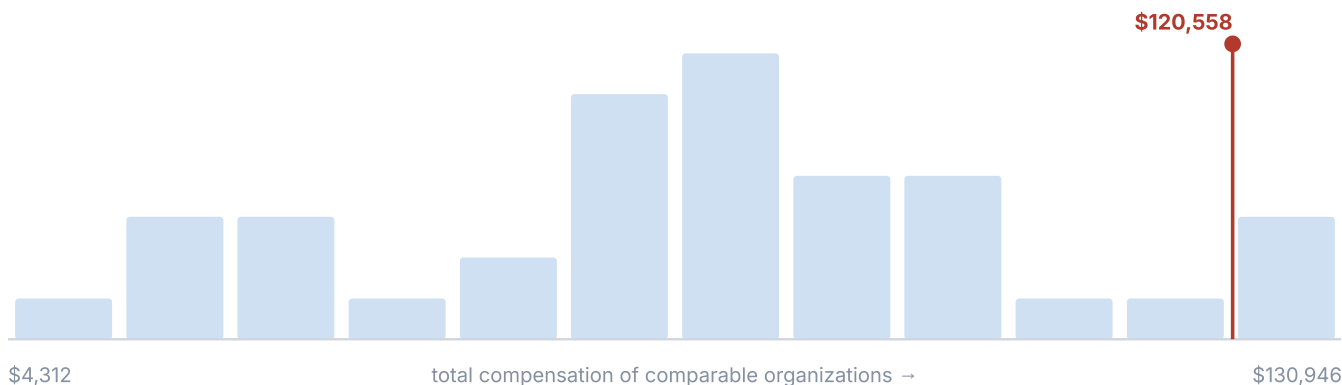
Benchmarked executive: Autumn Chastain — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P62).
BUDGET	Total revenue between \$279,825 and \$626,475 — 0.67x to 1.50x the subject's \$417,650 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P62), nationwide + budget 0.67–1.5x revenue.

36 organizations qualified on sector, size, and geography → **36** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,094	\$53,416	\$71,573	\$88,802	\$112,675	\$120,558
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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 TN 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
Hidden Water Inc	NY	\$414,681	Founder And Executive Director	\$155,820	\$130,110	2024
Share The Love Ocala Inc	FL	\$408,881	Director	\$29,000	\$25,174	2024
Underground Ne	CT	\$408,097	Executive Director	\$84,000	\$72,778	2024
Courageous And Free Inc	FL	\$407,934	President	\$28,769	\$24,974	2024
Tip Of Southern Nevada Inc	NV	\$444,032	Ceo	\$101,028	\$93,578	2024
End Slavery Ga	GA	\$389,684	Director	\$46,400	\$44,385	2023
Helping Establish Assistance Resource	CA	\$445,744	Executive Dir.	\$26,120	\$21,457	2023
Advocates Victim Assistance Team Of	CO	\$447,591	Executive Di	\$90,646	\$80,317	2024
Compassion To Act Incorporated	NC	\$387,192	Board Member, President	\$61,167	\$58,402	2024
International Networks Of Hearts	CA	\$383,527	Ceo	\$72,000	\$59,147	2023
Casa Of Lafourche Inc	LA	\$377,414	Executive Director	\$4,238	\$4,312	2024
Food Yoga International Inc	DE	\$375,886	President	\$29,000	\$27,014	2023
New York City District Council Of	NY	\$369,950	Director	\$152,881	\$127,656	2024
Empowerment Collaborative Of	NY	\$365,852	Executive Director	\$43,047	\$35,944	2024
Corries House	MN	\$471,931	Executive Dir.	\$35,600	\$32,506	2024
Rivercross Inc	NC	\$358,879	Executive Di	\$78,600	\$75,047	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Instituto De Psicotraumatologia De Pr Inc	PR	\$477,403	Director	\$91,112	\$88,498	2024
Season Of Justice Corporation	IN	\$480,919	Executive Director (Jan - Jul)	\$66,278	\$64,585	2024
Professional Christian Counseling S	TX	\$352,504	Owner	\$62,245	\$57,536	2024
The Traron Center	DC	\$485,850	Founderpresident	\$87,612	\$71,043	2024
Connected Kids Inc	OK	\$342,444	Ceo And Founder	\$125,000	\$130,946	2023
Anti-human Trafficking Intelligence	NC	\$341,891	Founder / Chief Executive	\$114,411	\$109,239	2024
Swainqualla Safe Inc	NC	\$336,530	Executive Director	\$57,963	\$55,343	2024
Healing Hearts And Families	NE	\$510,968	Executive Di	\$66,952	\$66,542	2024
The Child Advocacy Center Of Carroll County	NH	\$321,856	Executive Director	\$103,279	\$90,725	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 36 organizations. Compensation range \$4,312–\$130,946; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$417,650); for reference, expenses \$645,536 and assets \$762,708. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Autumn Chastain, reported title "CEO", 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	92 nd
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	89 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 (Autumn Chastain) 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 36 similarly situated organizations (Same NTEE sector (P62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$120,558 is reasonable (approximately the 92nd 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.