

Samara's Village Inc

Executive Director / CEO

EIN 810698994

NC · NTEE P45

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Debbie Keener, Executive Director / CEO** (\$54,360) against the **2000** closest of **3,088** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

Benchmarked executive: Debbie Keener — 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 (P45).
BUDGET	Total revenue between \$168,862 and \$378,051 — 0.67x to 1.50x the subject's \$252,034 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

3,088 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$11,616	\$26,368	\$44,657	\$63,358	\$82,173	\$54,360
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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 NC 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
Antidote	OR	\$252,026	Executive Director	\$88,000	\$79,091	2024
Kukulu Kumuhana O Anahola	HI	\$252,145	Executive Dir.	\$69,022	\$59,806	2024
Melrose Day Carepreschool	IA	\$251,917	Co-director	\$52,779	\$57,581	2023
Fulaa Lifeline International	VA	\$252,157	Executive Director	\$20,303	\$18,972	2024
Olive Osmond Hearing Fund Inc	UT	\$251,897	Ceo	\$18,000	\$17,829	2024
Montana Conservation Fund	MT	\$252,194	Executive Director	\$110,000	\$114,756	2024
Servantee Inc	GA	\$252,198	Executive Di	\$72,596	\$70,644	2024
Gp Made Foundation Inc	MO	\$251,724	Executive Director	\$34,175	\$36,066	2023
Smelter City Senior Citizens	MT	\$252,346	Director	\$38,521	\$40,187	2024
My Home Inc	CA	\$252,354	Administrator	\$36,000	\$30,974	2023
Newton Highlands Community Development	MA	\$251,705	Executive Dir.	\$88,833	\$77,257	2024
Share Community	CA	\$251,687	President	\$95,596	\$79,890	2024
Westlawn Youth Network	IL	\$251,654	Exec Dir	\$27,400	\$26,070	2024
Transform Scott County Inc	KY	\$251,598	Executive Director	\$40,161	\$41,759	2024
Westlanco Love Inc	PA	\$251,542	Executive Director	\$65,040	\$62,772	2024
Dovehouse Ministries	TN	\$251,533	Founding Dir	\$62,956	\$65,937	2023
Lutheran Social Services Of Central Ohio	OH	\$251,527	President & Ceo	\$9,088	\$9,590	2023
The Oasis Center	TX	\$252,559	Director	\$24,115	\$23,346	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Special Residential Opportunitiesinc	NY	\$252,587	President	\$39,934	\$34,924	2024
Valleycast Inc	MA	\$252,652	President & Ceo	\$29,151	\$26,101	2023
People's City Mission Foundation	NE	\$252,673	Ceo-pcm	\$11,107	\$11,562	2024
Western Slope Native American Resource Center	CO	\$252,717	Executive Director	\$87,969	\$81,636	2024
On Our Own Of Frederick County Inc	MD	\$251,342	Executive Director 07/2022- 03/2023	\$64,413	\$60,003	2023
Bloom Here Inc	CA	\$252,741	Officer, Ceo	\$82,088	\$68,601	2024
Maryland Diaper Bank	MD	\$252,747	Executive Director	\$6,750	\$6,288	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	2000 organizations. Compensation range \$17–\$370,376; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$252,034); for reference, expenses \$186,847 and assets \$245,342.
ROLE MATCH	Debbie Keener, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	147 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	42 peers 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	64 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	66 th
All sources (D + E + F), adjusted	58 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 (Debbie Keener) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,360 is reasonable (approximately the 64th 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.