

Keaton's Kindness Foundation Inc

Executive Director / CEO

EIN 830647352

OK · NTEE T50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Holly Barron, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **80** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

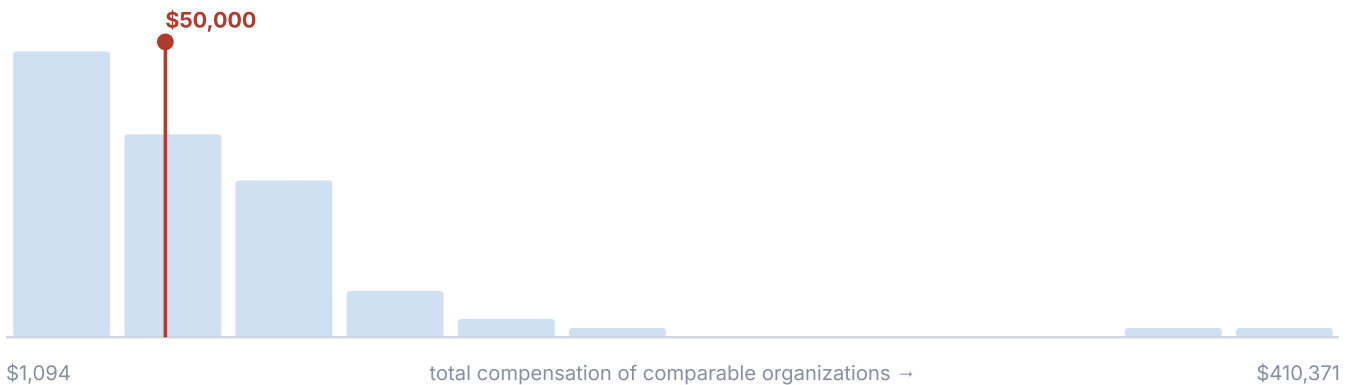
Benchmarked executive: Holly Barron — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T50).
BUDGET	Total revenue between \$207,101 and \$463,659 — 0.67x to 1.50x the subject's \$309,106 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T50), nationwide + budget 0.67–1.5x revenue.

80 organizations qualified on sector, size, and geography → **80** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,234	\$22,164	\$53,870	\$86,601	\$109,960	\$50,000
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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 OK 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
South Texas Christian Ministries	TX	\$306,060	Executive Dir.	\$37,380	\$33,957	2024
Gmr Foundation For Research & Educa	CO	\$304,932	Executive Di	\$59,978	\$52,229	2024
Lili Gc Foundation Corp	ID	\$297,604	Director	\$33,500	\$32,364	2024
Red Apple Edco	MO	\$321,457	Executive Director	\$92,678	\$91,777	2023
Altadena Recovery Center	CA	\$324,481	Ceo	\$21,975	\$17,233	2024
Mission 2540	TX	\$326,719	President	\$97,805	\$91,474	2023
International Access To Missions	MO	\$326,977	President	\$71,886	\$71,187	2023
George Lopez Foundation	CA	\$288,848	Executive Director/secretary	\$171,000	\$134,097	2024
The Nlg-nyc Chapter Foundation Inc	NY	\$331,148	Volunteer Exec. Dir.	\$16,769	\$13,761	2024
Chair The Hope Inc	ID	\$333,392	Executive Director	\$49,000	\$48,736	2023
Indianapolis Hebrew Congregation	IN	\$283,012	Fnd Ex-officio & lhc Exec	\$19,948	\$19,668	2023
Weakley County Joint Economic Development Corporation	TN	\$281,406	Ceo	\$185,000	\$172,048	2025
Amani Christian Community Development Corporation	PA	\$279,582	Executive Director	\$44,950	\$41,911	2023
Riverpsykhe Inc	CA	\$278,554	Director/pres.	\$20,800	\$16,311	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fay Ranches Community Foundation	MT	\$277,456	Executive Dir.	\$135,000	\$132,156	2024
Colorado Planned Giving Roundtable	CO	\$276,100	Executive Di	\$84,216	\$73,336	2024
Women4 Change Indiana Inc	IN	\$343,433	Ceo	\$95,391	\$91,356	2024
Serbian United Benevolent Society	CA	\$273,203	Secretary	\$4,200	\$3,294	2024
Boardassist	NY	\$345,655	Executive Director	\$435,634	\$357,495	2024
3 To 1 Foundation	TX	\$271,199	Foundation Director	\$62,792	\$58,728	2023
Friends With Benefit Charity Events Inc	NC	\$347,090	Executive Directorboard Member	\$18,800	\$17,641	2024
Historic Paradise Foundation Nfp	SC	\$347,501	Executive Director/vice Chair	\$92,500	\$85,378	2025
Goods For Good	DC	\$347,623	Executive Director	\$35,000	\$27,893	2024
Spur Inc	MA	\$348,193	Executive Director	\$70,888	\$59,559	2023
Estero Bay Kindness Coalition	CA	\$348,911	President	\$67,096	\$54,170	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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 **80** organizations. Compensation range \$1,094–\$410,371; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$309,106); for reference, expenses \$243,927 and assets \$787,180.
ROLE MATCH	Holly Barron, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	46 th
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	49 th
All sources (D + E + F), adjusted	41 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 (Holly Barron) 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 80 similarly situated organizations (Same NTEE sector (T50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 46th 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.