

# Bloom Here Inc

Executive Director / CEO

EIN 881378284

CA · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Carlee Chiate, Executive Director / CEO** (\$82,088) against **every comparable organization** that fit the selection criteria — **102** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 81<sup>st</sup> percentile of comparable organizations**

within the typical range

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

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P20).

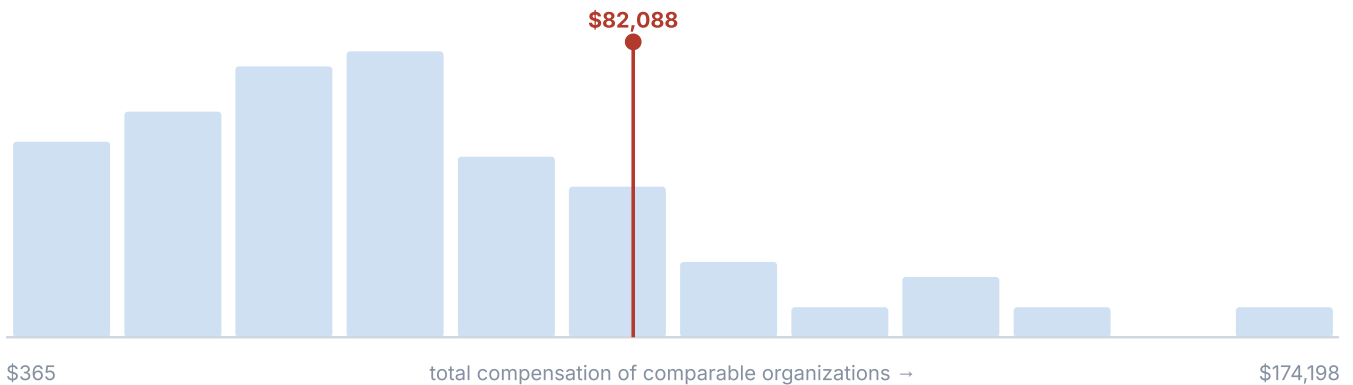
**BUDGET** Total revenue between \$169,336 and \$379,111 — 0.67x to 1.50x the subject's \$252,741 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P20) + CA + budget 0.67–1.5x revenue.

**102** organizations qualified on sector, size, and geography

→ **102** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,169	\$28,241	\$46,783	\$70,060	\$100,652	\$82,088
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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
<a href="#">Passage To Real Life</a>	CA	\$249,913	President & Ceo	\$33,583	<b>\$34,575</b>	2023
<a href="#">Santa Barbara County Food Action Network</a>	CA	\$256,376	Executive Director	\$90,000	<b>\$90,000</b>	2024
<a href="#">Gracies Giving Hands</a>	CA	\$248,343	Director Of Operations	\$368	<b>\$368</b>	2024
<a href="#">Serve Reedley Inc</a>	CA	\$248,211	Program Director	\$51,787	<b>\$53,317</b>	2023
<a href="#">Narrow Door</a>	CA	\$248,104	President, Director	\$65,658	<b>\$65,658</b>	2024
<a href="#">Senior Volunteer Services</a>	CA	\$259,241	Executive Dir.	\$32,068	<b>\$33,015</b>	2023
<a href="#">Coaches Of Influence</a>	CA	\$245,135	Ceo	\$49,777	<b>\$49,777</b>	2024
<a href="#">Rock N Our Disabilities Foundation</a>	CA	\$244,484	Foudner/ceo	\$16,335	<b>\$16,817</b>	2023
<a href="#">Hope Refuge Inc</a>	CA	\$261,725	President	\$4,897	<b>\$5,042</b>	2023
<a href="#">National Network For District Authorizing</a>	CA	\$242,318	Executive Director	\$174,198	<b>\$174,198</b>	2024
<a href="#">Turnout Inc</a>	CA	\$264,625	Executive Director & Board Chair From 6/2024	\$44,502	<b>\$44,502</b>	2024
<a href="#">Bay Area American Indian Council</a>	CA	\$265,338	Executive Director	\$28,167	<b>\$28,167</b>	2024
<a href="#">Alcohol And Drug Abuse Council</a>	CA	\$265,389	Cfo	\$127,253	<b>\$131,012</b>	2023
<a href="#">Braided Wisdom Inc</a>	CA	\$266,071	Ceo & Executive Director	\$82,650	<b>\$82,650</b>	2024
<a href="#">Lanterns Global Inc</a>	CA	\$266,195	Ceo	\$16,220	<b>\$16,220</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Miracle Mile Community Practice</a>	CA	\$267,307	Executive Dir.	\$77,000	<b>\$77,000</b>	2024
<a href="#">Oracles Of Truth</a>	CA	\$235,446	Secretary	\$71,000	<b>\$73,097</b>	2023
<a href="#">Kurtzman Family Foundation</a>	CA	\$234,417	Assistant Secretary	\$35,872	<b>\$36,932</b>	2023
<a href="#">Parentzwork</a>	CA	\$233,497	Ceo	\$32,400	<b>\$31,565</b>	2025
<a href="#">The Fiatm Group Inc</a>	CA	\$272,219	Founder & Chair	\$76,628	<b>\$78,891</b>	2023
<a href="#">13thtribeorg</a>	CA	\$232,203	President	\$75,000	<b>\$77,215</b>	2023
<a href="#">Silicon Valley Security Group</a>	CA	\$232,166	President	\$5,330	<b>\$5,330</b>	2024
<a href="#">Ishimwe Center</a>	CA	\$231,617	President & Ceo	\$21,888	<b>\$22,535</b>	2023
<a href="#">Epicenter Foundation</a>	CA	\$274,430	Founder And Executive Director	\$29,847	<b>\$29,847</b>	2024
<a href="#">Arevim Institute</a>	CA	\$274,642	Cfo, Secretary	\$4,192	<b>\$4,316</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>102</b> organizations. Compensation range \$365–\$174,198; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$252,741); for reference, expenses \$293,494 and assets \$32,497.
ROLE MATCH	Carlee Chiate, reported title " <i>Officer, CEO</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	3 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	81 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	81 <sup>st</sup>
Reportable pay only (column D), adjusted	76 <sup>th</sup>
All sources (D + E + F), adjusted	80 <sup>th</sup>

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 (Carlee Chiate) 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 102 similarly situated organizations (Same NTEE sector (P20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,088 is reasonable (approximately the 81<sup>st</sup> 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.