

Klee Ministry

Executive Director / CEO

This analysis benchmarks the total compensation of **Ken Klee, Executive Director / CEO** (\$108,000) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

Benchmarked executive: Ken Klee — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B90).

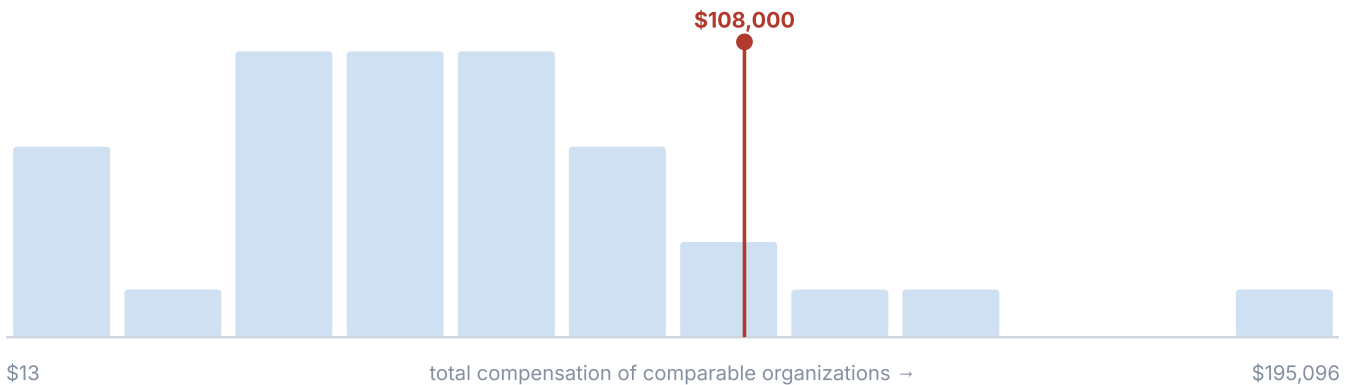
BUDGET Total revenue between \$153,574 and \$343,822 — 0.67x to 1.50x the subject's \$229,215 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B90) + CA + budget 0.67–1.5x revenue.

32 organizations qualified on sector, size, and geography

→ **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,354	\$42,444	\$60,547	\$85,446	\$106,738	\$108,000
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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
Pomona Hope	CA	\$230,104	Executive Dir.	\$60,973	\$62,586	2024
Global Youth Leadership Center	CA	\$230,262	Founder	\$125,000	\$128,307	2024
Yamei Academy Of Excellence	CA	\$232,111	Ceo And Director	\$36,000	\$36,953	2024
Pasadena Education Network	CA	\$223,742	Executive Director	\$77,899	\$79,960	2024
Your Own Greatness Affirmed Inc	CA	\$223,129	Executive Director	\$70,500	\$72,365	2024
Peacemakers Inc	CA	\$239,222	Founding Director	\$13,000	\$13,738	2023
Doc Smith Legacy Foundation	CA	\$216,583	Board Director/executive Director	\$55,247	\$58,384	2023
Democrashe	CA	\$214,948	Executive Director	\$70,000	\$71,852	2024
Tracy Chamber Of Commerce	CA	\$244,979	Ceo	\$78,900	\$83,380	2023
Academy College Prep	CA	\$209,400	Technical Product Manager	\$129,180	\$136,514	2023
North County Philanthropy Council	CA	\$208,005	Past Managing Director	\$52,739	\$54,134	2024
Inspire Learning Academy	CA	\$250,570	President	\$57,000	\$58,508	2024
Bridge Christian Academy	CA	\$207,544	President	\$15,000	\$15,397	2024
Family Child Care Providers Association Of San Francisco Inc	CA	\$202,970	Executive Director	\$45,637	\$48,228	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Allyance Inc	CA	\$256,624	Director	\$12	\$13	2023
Love We Dont See	CA	\$200,612	Ceo	\$47,294	\$47,294	2025
Advance	CA	\$199,291	Executive Dir.	\$39,000	\$40,032	2024
Courage Foundation	CA	\$261,475	Director Of Program Development/ Le	\$90,000	\$92,381	2024
Words In The Wild	CA	\$270,630	Executive Dir.	\$24,320	\$24,963	2024
San Francisco Early Care Educators Resource Program	CA	\$185,692	Director	\$104,018	\$106,770	2024
Foundation For Santa Barbara High School	CA	\$276,838	Executive Director	\$50,592	\$51,931	2024
National Veterans Transition	CA	\$282,384	President/executive Direct	\$37,500	\$38,492	2024
Altura Credit Union Foundation	CA	\$296,086	Ceo	\$40,924	\$43,248	2023
Cead - Center For Education And Academic Development	CA	\$300,739	President	\$64,500	\$66,207	2024
The Kaleidoscope Institute	CA	\$301,635	Executive Dir.	\$100,733	\$106,452	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 2025 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	32 organizations. Compensation range \$13–\$195,096; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$229,215); for reference, expenses \$176,305 and assets \$805,636.
ROLE MATCH	Ken Klee, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", 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.
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	91 st
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	84 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 (Ken Klee) 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 32 similarly situated organizations (Same NTEE sector (B90) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$108,000 is reasonable (approximately the 91st 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.