

# Southern Palmetto Foundation

Executive Director / CEO

EIN 920316773  
 SC · NTEE S20  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Robert Snead, Executive Director / CEO** (\$79,281) against **every comparable organization** that fit the selection criteria — **320** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72<sup>nd</sup>** percentile of comparable organizations within the typical range

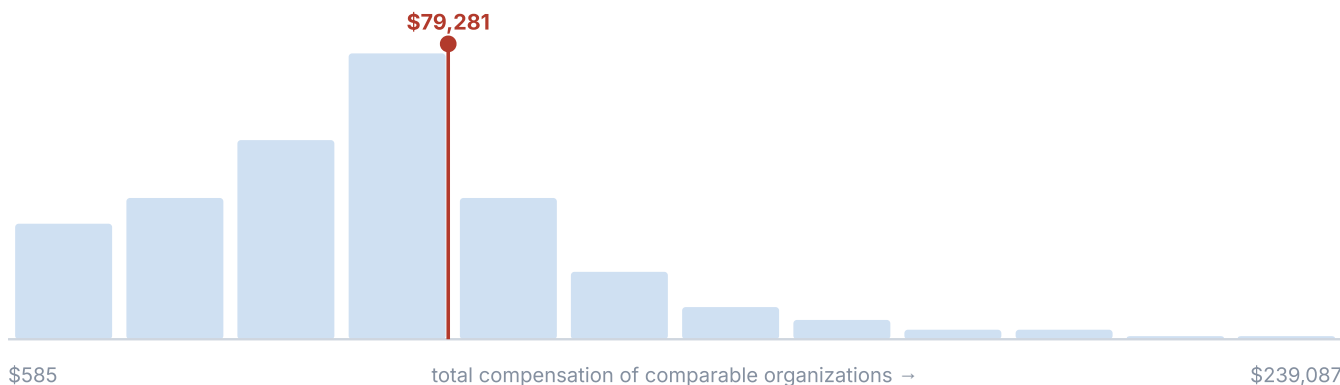
**Benchmarked executive:** Robert Snead — reported title “President and CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$263,158 and \$589,161 — 0.67x to 1.50x the subject's \$392,774 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

**320** organizations qualified on sector, size, and geography → **320** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,268	\$40,368	\$63,888	\$82,784	\$112,081	\$79,281
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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 SC 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="#">Seedleaf Inc</a>	KY	\$392,362	Executive Director	\$65,000	<b>\$66,939</b>	2024
<a href="#">Centro Nueva Creacion</a>	PA	\$391,102	Director	\$45,040	<b>\$44,325</b>	2023
<a href="#">Carpenters For Hope Charitable</a>	MA	\$390,948	President	\$131,734	<b>\$116,823</b>	2023
<a href="#">San Antonio Fighting Back Inc</a>	TX	\$389,892	President/di	\$17,344	<b>\$17,121</b>	2023
<a href="#">Renewall Inc</a>	WV	\$396,012	Executive Dir.	\$42,700	<b>\$45,625</b>	2023
<a href="#">Friends Of Finland And Community</a>	MN	\$396,245	Executive Director	\$38,628	<b>\$36,587</b>	2024
<a href="#">The Tatanka Funds Incorporated</a>	SD	\$396,706	Executive Director (Thru July 24)	\$69,954	<b>\$74,004</b>	2024
<a href="#">West Brighton Community</a>	NY	\$388,047	Executive Di	\$80,000	<b>\$69,294</b>	2024
<a href="#">Vancouver's Downtown Association</a>	WA	\$387,829	Executive Director	\$90,000	<b>\$79,519</b>	2023
<a href="#">Bison Boosters Club Of Milnor Nd</a>	ND	\$387,613	President	\$540	<b>\$585</b>	2023
<a href="#">Vp Community Impact Foundation</a>	MO	\$387,402	Director	\$139,313	<b>\$145,615</b>	2023
<a href="#">Flatland Productions Inc</a>	TX	\$386,794	Vp/secretary	\$112,800	<b>\$111,353</b>	2023
<a href="#">Westown Community Development Corp</a>	OH	\$398,892	Executive Di	\$84,078	<b>\$85,360</b>	2024
<a href="#">Watershed Human And Community Development Agency Inc</a>	AR	\$399,384	Treasurer	\$30,034	<b>\$33,316</b>	2023
<a href="#">Renew Moline Inc</a>	IL	\$385,922	Executive Director	\$132,242	<b>\$124,620</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Kingsbridge Riverdale Van Cortland Development Co</a>	NY	\$384,653	Executive Director	\$37,668	<b>\$33,591</b>	2023
<a href="#">Stuart Main Street Assoc Inc</a>	FL	\$401,086	Executive Director	\$66,090	<b>\$59,513</b>	2024
<a href="#">Main Street Oregon City</a>	OR	\$384,442	Executive Director	\$68,557	<b>\$61,027</b>	2024
<a href="#">Communitycare Of Lyme</a>	NH	\$384,156	Executive Director (Former)	\$19,200	<b>\$16,556</b>	2025
<a href="#">Whitestone Community Association</a>	AK	\$402,005	Secretary	\$13,824	<b>\$12,669</b>	2024
<a href="#">Mobu Enterprises Foundation Corp</a>	GA	\$383,520	Operations Manager	\$2,000	<b>\$1,984</b>	2023
<a href="#">The Michigan Environmental Council</a>	MI	\$383,497	Former Presi	\$63,775	<b>\$63,098</b>	2024
<a href="#">The Montgomery Institute</a>	MS	\$402,323	President	\$52,000	<b>\$55,514</b>	2024
<a href="#">Holy Ghost Association Inc</a>	MA	\$402,345	Asst Treasurer	\$18,221	<b>\$16,158</b>	2023
<a href="#">Ripley County Caring Community</a>	MO	\$403,145	Executive Di	\$50,715	<b>\$51,488</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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 **320** organizations. Compensation range \$585–\$239,087; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$392,774); for reference, expenses \$392,392 and assets \$17,107.

ROLE MATCH	Robert Snead, reported title " <i>President and CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	72 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	65 <sup>th</sup>
Reportable pay only (column D), adjusted	74 <sup>th</sup>
All sources (D + E + F), adjusted	67 <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 (Robert Snead) 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 320 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,281 is reasonable (approximately the 72<sup>nd</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.