

# The Henry Mize Charitable

Executive Director / CEO

EIN 200564747

MS · NTEE T11

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mike Clayborne, Executive Director / CEO** (\$300) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Mike Clayborne — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T11).
BUDGET	Total revenue between \$326,660 and \$731,329 — 0.67x to 1.50x the subject's \$487,553 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T11), nationwide + budget 0.67–1.5x revenue.

**60** organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,103	\$14,737	\$28,974	\$55,196	\$88,135	\$300
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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 MS 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="#">Youth Emergency Services Foundation</a>	WY	\$491,033	Executive Di	\$94,424	<b>\$88,180</b>	2024
<a href="#">Presidents Athletic Conference</a>	PA	\$482,308	Pac Commissioner	\$178,137	<b>\$159,501</b>	2023
<a href="#">Fraternal Order Of Police Lodge 5</a>	PA	\$496,981	President	\$22,702	<b>\$19,744</b>	2024
<a href="#">Lindengrove Foundation Inc</a>	WI	\$474,792	Ceo	\$31,737	<b>\$29,760</b>	2023
<a href="#">Community Foundations National Standards</a>	DC	\$503,266	Executive Director	\$18,720	<b>\$14,750</b>	2023
<a href="#">Colorado Springs Child Nursery Ctr Foundation</a>	CO	\$461,370	Trustee	\$27,807	<b>\$23,253</b>	2024
<a href="#">Kalamazoo Community Foundation Real</a>	MI	\$514,701	Ceo/president	\$33,301	<b>\$29,977</b>	2024
<a href="#">Fwrm Support Corporation</a>	IN	\$458,024	Ceo	\$40,226	<b>\$36,996</b>	2024
<a href="#">Dane County Multi-agency Center Inc</a>	WI	\$450,061	Co-president	\$33,572	<b>\$30,578</b>	2024
<a href="#">River Valley Charter School Foundation</a>	MA	\$446,702	Committee Member	\$15,327	<b>\$11,702</b>	2025
<a href="#">Casa Esperanza Endowment Foundation</a>	NM	\$445,205	Executive Di	\$53,041	<b>\$49,752</b>	2024
<a href="#">The Arc Northern Chesapeake Region</a>	MD	\$532,649	Ceo & President, The Arc Ncr	\$45,989	<b>\$37,497</b>	2024
<a href="#">The Hancock Properties Foundation</a>	OH	\$535,910	Secretary	\$15,778	<b>\$14,574</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Oakleaf Endowment Trust For</a>	MN	\$436,736	Chair	\$115,676	<b>\$99,683</b>	2024
<a href="#">Gray Family Foundation</a>	OR	\$435,106	Asst Treasurer/asst Secretary	\$85,232	<b>\$69,029</b>	2024
<a href="#">Lawton Community Foundation Affiliated</a>	OK	\$540,749	Trustee - Occf Rep.	\$26,629	<b>\$26,327</b>	2023
<a href="#">The Israel &amp; Sylvia Goldberg Family</a>	AL	\$434,176	Secretary	\$8,500	<b>\$8,008</b>	2024
<a href="#">Powerquest Worldwide Ltd</a>	NC	\$426,209	President	\$85,000	<b>\$78,858</b>	2023
<a href="#">Peggy &amp; John Garson Family Foundation</a>	OH	\$425,359	Treasurer Thru 10/6/2022	\$40,331	<b>\$38,354</b>	2023
<a href="#">The Baltimore Jewish Eldercare</a>	MD	\$551,532	Assistant Treasurer	\$526,937	<b>\$442,323</b>	2023
<a href="#">Oak Ridge Public Schools</a>	TN	\$552,823	Executive Dir.	\$20,000	<b>\$18,334</b>	2024
<a href="#">The Stranahan Supporting Organization</a>	OH	\$555,216	Secretary/treasurer	\$60,259	<b>\$57,305</b>	2023
<a href="#">Rainbow Hospice Foundation Inc</a>	WI	\$557,893	President	\$95,292	<b>\$86,792</b>	2024
<a href="#">Make-a-wish Foundation Guam</a>	GU	\$416,583	President Ceo	\$72,931	<b>\$70,839</b>	2024
<a href="#">Nfpa Education &amp; Technology Foundation</a>	WI	\$561,654	President/ceo	\$65,108	<b>\$57,772</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS cost of living and 2023 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 MS 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	60 organizations. Compensation range \$955–\$442,323; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$487,553); for reference, expenses \$309,100 and assets \$6,233,273.
ROLE MATCH	Mike Clayborne, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	50 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	82 <sup>nd</sup>
All sources (D + E + F), adjusted	0 <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 (Mike Clayborne) 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 60 similarly situated organizations (Same NTEE sector (T11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$300 is reasonable (approximately the 0<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date] , by a vote of [\_\_ for / \_\_ against] .

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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.