

# Training Leaders Through

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Tyler Clabaugh, Executive Director / CEO** (\$4,000) against **every comparable organization** that fit the selection criteria — **19** 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:** Tyler Clabaugh — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (O50).

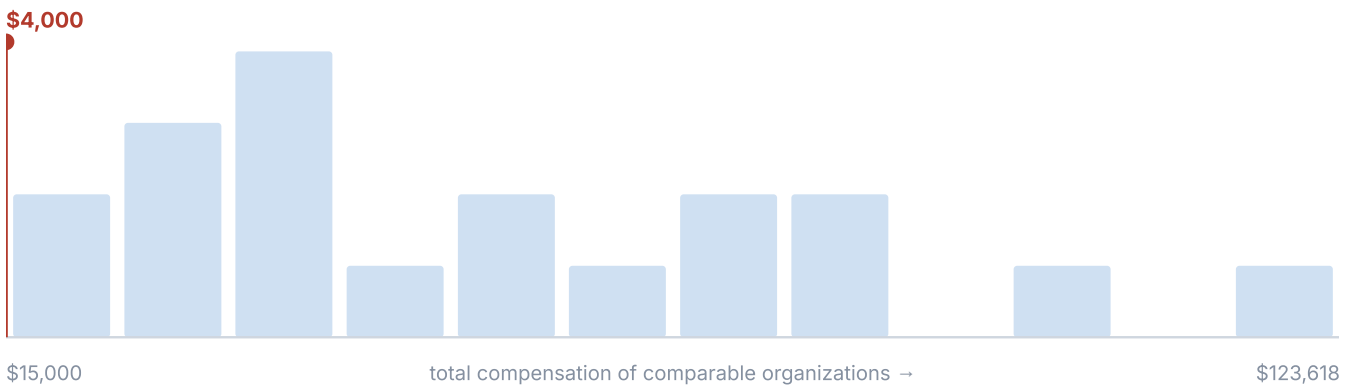
**BUDGET** Total revenue between \$253,404 and \$567,324 — 0.67x to 1.50x the subject's \$378,216 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (O50) + PA + budget 0.67–1.5x revenue.

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

→ **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$26,599

\$34,970

\$45,418

\$70,964

\$88,383

**\$4,000**



## ■ 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 PA 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="#">Aliquippa Impact Inc</a>	PA	\$408,510	Executive Director	\$58,118	<b>\$58,118</b>	2024
<a href="#">The Promise Center Of Homewood Inc</a>	PA	\$344,224	President	\$15,000	<b>\$15,000</b>	2024
<a href="#">Prodigy Preparatory</a>	PA	\$337,818	Ceo	\$70,000	<b>\$70,000</b>	2024
<a href="#">West Chester Dance Works</a>	PA	\$322,940	Executive Director	\$28,025	<b>\$27,303</b>	2025
<a href="#">Shadow Student Athlete Development Services Inc</a>	PA	\$435,674	Executive Director	\$41,009	<b>\$41,009</b>	2024
<a href="#">Hill Academy</a>	PA	\$308,492	Executive Director	\$23,784	<b>\$23,784</b>	2024
<a href="#">Brothers And Sisters Emerging</a>	PA	\$452,617	President And Ceo	\$96,085	<b>\$98,923</b>	2023
<a href="#">South Hills Wrestling Academy Outreach</a>	PA	\$302,819	President	\$60,000	<b>\$61,772</b>	2023
<a href="#">Nica Nadadores Inc</a>	PA	\$269,883	President	\$27,225	<b>\$28,029</b>	2023
<a href="#">Allegheny Youth Development</a>	PA	\$262,279	Executive Director	\$40,687	<b>\$40,687</b>	2024
<a href="#">Advantage Lancaster</a>	PA	\$256,885	Executive Director	\$29,080	<b>\$29,939</b>	2023
<a href="#">Pennsylvania Juneteenth</a>	PA	\$499,680	Executive Di	\$44,115	<b>\$45,418</b>	2023
<a href="#">Arts Holding Hands And Hearts Inc</a>	PA	\$509,143	Executive Di	\$42,000	<b>\$40,917</b>	2025
<a href="#">The Cameron Heyward Foundation Inc</a>	PA	\$524,032	Officer	\$60,000	<b>\$60,000</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Butler County Alliance For Children Dbc</a>	PA	\$526,596	Executive Director	\$82,414	<b>\$82,414</b>	2024
<a href="#">Connecting Champions</a>	PA	\$528,258	Executive Director	\$123,618	<b>\$123,618</b>	2024
<a href="#">Girls On The Run Lehigh Valley &amp; Pocono</a>	PA	\$531,805	Executive Dir.	\$73,830	<b>\$71,927</b>	2025
<a href="#">Urban Youth Kings &amp; Queens</a>	PA	\$537,515	President	\$40,000	<b>\$40,000</b>	2024
<a href="#">Bmc Community Outreach</a>	PA	\$563,906	President	\$85,748	<b>\$85,748</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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** 19 organizations. Compensation range \$15,000–\$123,618; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$378,216); for reference, expenses \$395,133 and assets \$477,050.

**ROLE MATCH** Tyler Clabaugh, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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>

BASIS

SUBJECT PERCENTILE

Reportable pay only (column D), adjusted

0<sup>th</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 (Tyler Clabaugh) 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 19 similarly situated organizations (Same NTEE sector (O50) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,000 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].

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.