

# Clarkston Development Foundation

Executive Director / CEO

EIN 272014061

GA · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Roberta Malavenda, Executive Director / CEO** (\$22,800) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Roberta Malavenda — reported title “Past ED”, 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 (P20).

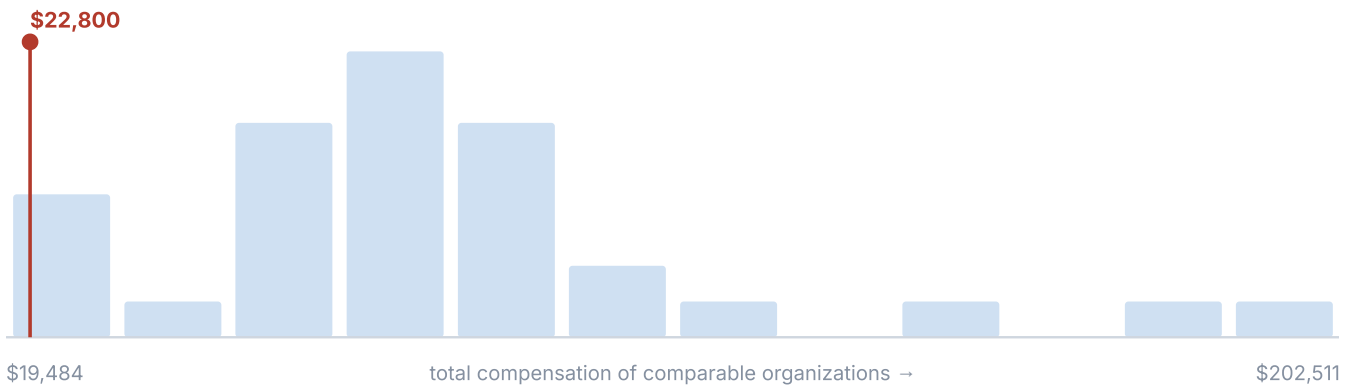
**BUDGET** Total revenue between \$261,115 and \$584,587 — 0.67x to 1.50x the subject's \$389,725 (the band tightens as size grows).

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

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

→ **31** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$33,734

\$57,245

\$77,215

\$93,752

\$119,483

\$22,800

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 3RD
------	------	--------	------	------	----------------

\$22,800



## ■ 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 GA 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="#">Iserve Ministries Inc</a>	GA	\$378,727	President	\$85,453	<b>\$87,977</b>	2023
<a href="#">Freedom Through Recovery-susan Ford</a>	GA	\$377,515	Executive Dir.	\$68,556	<b>\$66,789</b>	2025
<a href="#">Rebuilding Macon Inc</a>	GA	\$403,421	Executive Di	\$78,000	<b>\$80,304</b>	2023
<a href="#">Veterans And Family Assistance</a>	GA	\$374,708	Executive Di	\$100,000	<b>\$100,000</b>	2024
<a href="#">The Adult Disability Medical</a>	GA	\$373,974	Executive Di	\$70,720	<b>\$70,720</b>	2024
<a href="#">Atlantic Cultural Connections Inc</a>	GA	\$373,823	Executive Director	\$87,408	<b>\$89,990</b>	2023
<a href="#">Lift Up Atlanta Inc</a>	GA	\$407,865	Executive Director	\$30,200	<b>\$30,200</b>	2024
<a href="#">Jambos Inc</a>	GA	\$408,395	Ceopresident	\$84,196	<b>\$84,196</b>	2024
<a href="#">The Craddock Center Inc</a>	GA	\$414,372	Executive Dir	\$56,134	<b>\$54,687</b>	2025
<a href="#">Power Of Peace Initiative Inc</a>	GA	\$355,436	Ceo	\$179,948	<b>\$179,948</b>	2024
<a href="#">Chosen For Life Ministries Inc</a>	GA	\$424,671	Executive Dir.	\$75,000	<b>\$77,215</b>	2023
<a href="#">Weascend Corporation</a>	GA	\$353,251	Ceo/president	\$90,000	<b>\$92,658</b>	2023
<a href="#">Saved In The City Incorporated</a>	GA	\$426,263	Executive Director	\$57,825	<b>\$57,825</b>	2024
<a href="#">Angkor Resource Center Inc</a>	GA	\$352,560	President/ce	\$99,000	<b>\$99,000</b>	2024
<a href="#">Across The Bridge Inc</a>	GA	\$351,026	Executive Director	\$76,911	<b>\$79,183</b>	2023
<a href="#">Neighborhood Improvement</a>	GA	\$349,252	Executive Di	\$56,664	<b>\$56,664</b>	2024
<a href="#">Bible Optics Inc</a>	GA	\$348,786	Pastor	\$119,483	<b>\$119,483</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dress For Success Atlanta Inc</a>	GA	\$445,502	Executive Director	\$148,120	<b>\$152,495</b>	2023
<a href="#">Respite Care Atlanta Inc</a>	GA	\$446,063	Exec. Director	\$92,125	<b>\$94,846</b>	2023
<a href="#">Family Connection Of Warren County Inc</a>	GA	\$331,479	Executive Director	\$76,232	<b>\$76,232</b>	2024
<a href="#">North Georgia Programs And Services</a>	GA	\$456,747	Ceo	\$54,721	<b>\$56,337</b>	2023
<a href="#">Learn Foundation Inc</a>	GA	\$458,887	Project Advisor	\$27,596	<b>\$28,411</b>	2023
<a href="#">Pianos For Peace Inc</a>	GA	\$319,147	Executive Director	\$20,000	<b>\$19,484</b>	2025
<a href="#">Next Generation Impact Foundation</a>	GA	\$302,385	President	\$68,333	<b>\$68,333</b>	2024
<a href="#">3rd Mile Inc</a>	GA	\$485,895	Ceo	\$34,130	<b>\$35,138</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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** 31 organizations. Compensation range \$19,484–\$202,511; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$389,725); for reference, expenses \$409,291 and assets \$90,076.

**ROLE MATCH** Roberta Malavenda, reported title "*Past ED*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

**RELATED-ORG PAY** 1 peer 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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	3 <sup>rd</sup>
Reportable pay only (column D), adjusted	3 <sup>rd</sup>
All sources (D + E + F), adjusted	3 <sup>rd</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 (Roberta Malavenda) 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 31 similarly situated organizations (Same NTEE sector (P20) + GA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,800 is reasonable (approximately the 3<sup>rd</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.