

Defenders For Children

Executive Director / CEO

EIN 273388956

SC · NTEE F99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Antoinette M Clark, Executive Director / CEO** (\$46,790) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Antoinette M Clark — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (F99).

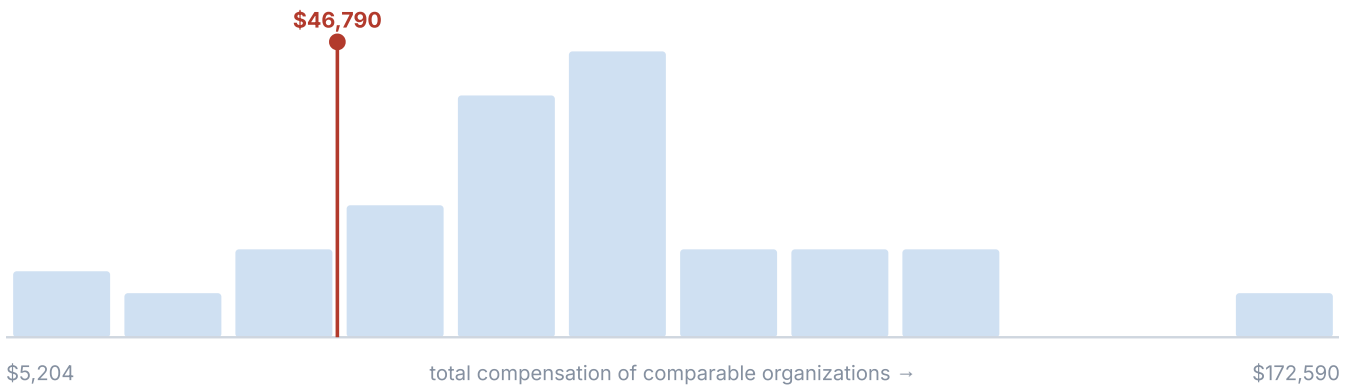
BUDGET Total revenue between \$290,505 and \$650,385 — 0.67x to 1.50x the subject's \$433,590 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F99), nationwide + budget 0.67–1.5x revenue.

53 organizations qualified on sector, size, and geography

→ **53** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$40,375	\$57,445	\$75,033	\$94,952	\$117,459	\$46,790
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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
Nami Of Pennsylvania Montgomery County	PA	\$435,012	Executive Director	\$105,658	\$103,982	2023
Minds Matter	TN	\$435,084	Executive Director	\$25,620	\$25,149	2025
The Healing Center	WA	\$428,859	Director	\$81,000	\$69,514	2024
Ohio Victim Witness Association Inc	OH	\$438,569	Executive Director	\$70,013	\$71,081	2024
Warriornow	CO	\$427,810	Director	\$5,500	\$5,204	2023
Taylor Hooton Foundation For Fighting	TX	\$439,466	President	\$115,289	\$113,809	2023
Maji Ya Chai Land Sanctuary	MN	\$440,159	Executive Dir.	\$86,250	\$81,692	2024
Progressive Recovery Outreach Inc	NC	\$442,980	Ceo	\$120,000	\$118,852	2024
Erowid Center	CA	\$423,518	President	\$100,386	\$83,090	2024
Heart Mind Haven	CO	\$418,577	Executive Dir.	\$113,000	\$106,930	2023
Hungry Hill Foundation	TX	\$418,031	President	\$90,002	\$88,847	2023
Westchester Center For The Study Of	NY	\$416,610	Executive Director	\$7,250	\$6,280	2024
Greentree Peer Support Program	NC	\$452,730	Executive Di	\$58,000	\$57,445	2024
National Alliance Of Mental Illness	PA	\$412,570	Executive Director	\$84,503	\$80,776	2024
New Beginning Of Charleston Inc	SC	\$455,552	Program Coordinator	\$60,577	\$60,577	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kids Interdisciplinary Services Inc	NC	\$411,345	Executive Director	\$77,334	\$78,857	2023
Empowerment Systems Inc	AZ	\$409,198	Ceo	\$137,441	\$130,444	2023
Nine Gates Programs Inc	CA	\$399,422	Executive Direc	\$34,000	\$28,973	2023
Grace After Fire	TX	\$467,771	President & Ceo	\$75,000	\$71,914	2024
Detroit Youth Concert Choir And Performing Arts Company	MI	\$470,203	President	\$64,400	\$62,074	2025
Beyond The Badge Inc	NY	\$391,052	Officer, Dir	\$11,195	\$9,697	2024
Beacon Of Light Mental Health	TX	\$485,727	Ex. Dir./pre	\$46,226	\$44,324	2024
Platoon 22 Inc	MD	\$488,889	Executive Di	\$80,000	\$73,810	2023
Living Free Inc	TN	\$377,574	President	\$85,304	\$83,734	2025
Project Be Free A Nonprofit Corporation	WA	\$371,130	Executive Director (Co-founder)	\$53,216	\$47,019	2023

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.

Sample, role match & sensitivity

PEER COUNT	53 organizations. Compensation range \$5,204–\$172,590; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$433,590); for reference, expenses \$246,685 and assets \$618,197. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Antoinette M Clark, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this 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	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	15 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	15 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 (Antoinette M Clark) 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 53 similarly situated organizations (Same NTEE sector (F99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,790 is reasonable (approximately the 15th 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.