

Do Good Bus

Executive Director / CEO

EIN 300694127
 CA · NTEE T40
 FY ending 2023-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Douglas Clarke, Executive Director / CEO** (\$4,000) against **every comparable organization** that fit the selection criteria — **289** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Douglas Clarke — reported title “DIRECTOR/HEAD OF HAPPINESS”, 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 (T40).
BUDGET	Total revenue between \$78,078 and \$174,802 — 0.67x to 1.50x the subject's \$116,535 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

289 organizations qualified on sector, size, and geography → **289** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,978	\$17,013	\$35,872	\$62,427	\$96,167	\$4,000
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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 CA 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
The Micro Non Profit Network	VA	\$116,533	President	\$16,250	\$17,194	2025
The Farm School Foundation Inc	MA	\$116,634	President	\$11,108	\$11,228	2024
Robert S & Sylvia K Reitman Family	OH	\$116,328	Trustee	\$54,292	\$66,593	2023
The Greater Baltimore Board Of Realtors Charitable Foundation Inc	MD	\$117,273	Trustee	\$10,933	\$11,202	2025
Headington Institute Foundation	CA	\$115,682	Secretary	\$209,046	\$197,815	2025
Hermelin Family Support Foundation	MI	\$115,498	Assistant Treasurer	\$26,189	\$30,407	2024
Ca Patriots Foundation	HI	\$115,396	President	\$8,605	\$8,666	2024
Northwoods United Way	WI	\$115,323	Executive Di	\$18,355	\$21,562	2024
Emily's Power For A Cure	TN	\$115,319	President	\$29,320	\$35,691	2023
Charitable Foundation Usa	FL	\$115,291	Ceo, Director	\$15,000	\$15,851	2024
Neiu Core Foundation	PA	\$114,665	Preseident	\$118,904	\$137,319	2023
The Saban Charitable Support Fund	CA	\$118,532	Assistant Secretary	\$35,872	\$35,872	2023
Michael & Anita Siegal Family Foundation	OH	\$114,485	Trustee	\$54,292	\$66,593	2023
The Robert And Yadelle Sklare Foundation	IL	\$118,670	Assistant Treasurer	\$58,661	\$66,787	2023
Partnersfinancial Charitable Foundation	TX	\$114,298	Executive Director	\$24,000	\$27,004	2024
Capital Manor Foundation	OR	\$118,796	Dir. Of Finance	\$1,916	\$2,061	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Webster Electric Foundation	MO	\$114,101	President	\$346	\$412	2024
Lifevantage Legacy Inc	UT	\$119,002	Director	\$621,284	\$736,385	2023
United Religions Initiative	CA	\$119,361	Executive Director	\$39,426	\$39,426	2023
Pcf Gifting And Liquidation Charitable	CA	\$113,453	President & Ceo	\$69,882	\$67,877	2024
Valeo Foundation	KS	\$119,722	Related Entity Ceo (Thru 8/24)	\$11,103	\$13,492	2024
John And Lillian Miles Lewis Foundation	GA	\$119,908	Interim Ceo (Last Day 5/21/23)	\$196,325	\$228,606	2023
Jennings County United Wayinc	IN	\$112,967	Executive Director	\$52,627	\$62,427	2024
Legacy Properties Of The Community	IN	\$112,404	Director	\$7,357	\$8,727	2024
Preston Memorial Hospital Foundation	WV	\$112,202	Mhs President & Ceo	\$51,139	\$62,284	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	289 organizations. Compensation range \$307–\$1,227,171; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$116,535); for reference, expenses \$108,238 and assets \$64,415.
ROLE MATCH	Douglas Clarke, reported title " <i>DIRECTOR/HEAD OF HAPPINESS</i> ", 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	143 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	8 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	4 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 (Douglas Clarke) 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 10, 2026, comparing compensation against 289 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,000 is reasonable (approximately the 8th 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 10, 2026.