

# Greencastleputnam Co Developmt Cntr Inc

Executive Director / CEO

EIN 311200993  
 IN · NTEE S32Z  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Kristen Clary, Executive Director / CEO** (\$93,000) against **every comparable organization** that fit the selection criteria — **1228** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Kristen Clary — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S32Z).
BUDGET	Total revenue between \$136,429 and \$305,439 — 0.67x to 1.50x the subject's \$203,626 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

**1,228** organizations qualified on sector, size, and geography → **1,228** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,370	\$28,707	\$53,764	\$76,436	\$103,641	\$93,000
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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 IN 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="#">Mercy Drive Ministries Inc</a>	FL	\$203,672	Executive Director	\$48,739	<b>\$46,533</b>	2022
<a href="#">Queen Anne Neighbors For Responsible Growth</a>	WA	\$203,550	Executive Director	\$81,974	<b>\$71,650</b>	2023
<a href="#">Tech Bloc</a>	TX	\$203,547	Ceo	\$16,219	<b>\$15,839</b>	2023
<a href="#">Crazy Love Africa</a>	CO	\$203,713	Executive Director	\$11,000	<b>\$10,297</b>	2023
<a href="#">Bloomington-normal Plumbing &amp; Heating</a>	IL	\$203,522	Executive Direc	\$33,146	<b>\$30,901</b>	2024
<a href="#">American Institute Of Architecture Eastern Oklahom</a>	OK	\$203,816	Executive Director	\$82,409	<b>\$88,590</b>	2023
<a href="#">Southern Berkshire Chamber Of</a>	MA	\$203,391	Executive Dir.	\$66,000	<b>\$57,901</b>	2023
<a href="#">Alliance For Gray Market &amp; Counterfeit</a>	DC	\$203,863	Executive Director	\$130,494	<b>\$111,795</b>	2023
<a href="#">Certified Pest Control Operators Of Geor</a>	GA	\$203,348	Executive Director	\$37,048	<b>\$35,324</b>	2024
<a href="#">Delta Foundation Inc</a>	MS	\$203,948	Chariman & President	\$37,954	<b>\$41,268</b>	2023
<a href="#">Built2last Innovations Lab Inc</a>	NC	\$203,953	Executive Director	\$119,439	<b>\$120,484</b>	2023
<a href="#">The Macatawa Resource Center</a>	MI	\$203,954	Executive Dir.	\$33,277	<b>\$32,570</b>	2024
<a href="#">Community Foundation Of The Ozarks Stock Trust</a>	MO	\$203,994	Director/president & Ceo End 02/24	\$37,216	<b>\$37,378</b>	2024
<a href="#">Maurice 53 Inc</a>	NY	\$204,043	President	\$106,419	<b>\$93,881</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Advanced Energy Economy Texas</a>	TX	\$203,051	Board Member	\$69,250	<b>\$65,688</b>	2024
<a href="#">Friends Of Panthertown Inc</a>	NC	\$204,230	Executive Di	\$53,869	<b>\$54,340</b>	2023
<a href="#">Savannah Waterfront Association</a>	GA	\$204,437	Executive Di	\$116,600	<b>\$114,458</b>	2023
<a href="#">American Society For Surgery Of The Hand</a>	IL	\$204,576	Ceo/executive Vp	\$96,961	<b>\$90,392</b>	2024
<a href="#">Mancos United</a>	CO	\$204,630	Executive Director	\$20,250	<b>\$18,956</b>	2023
<a href="#">Pan American Concerned Citizens Action League Inc</a>	NJ	\$202,484	Executive Director	\$84,618	<b>\$71,642</b>	2024
<a href="#">Des Moines Downtown Chamber Of Commerce</a>	IA	\$204,780	Executive Director	\$28,700	<b>\$30,679</b>	2023
<a href="#">Ohio Merchants Baseball Organizatio</a>	OH	\$204,782	Treas/manage	\$48,000	<b>\$46,967</b>	2025
<a href="#">A Greater Good</a>	IN	\$204,813	President	\$35,366	<b>\$36,411</b>	2023
<a href="#">Societa Mutuo Socorso Enrico Caruso In Manville Ri</a>	RI	\$202,411	Treasurer	\$6,300	<b>\$5,898</b>	2023
<a href="#">Greater Texas Capital Community Finance</a>	TX	\$204,916	President	\$65,418	<b>\$62,053</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	1228 organizations. Compensation range \$1–\$636,945; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$203,626); for reference, expenses \$187,540 and assets \$659,463.
ROLE MATCH	Kristen Clary, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	160 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	32 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	85 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	83 <sup>rd</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	75 <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 (Kristen Clary) 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 1228 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$93,000 is reasonable (approximately the 85<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.