

This analysis benchmarks the total compensation of **Cleytus Malone, Executive Director / CEO** (\$20,154) against **every comparable organization** that fit the selection criteria — **252** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

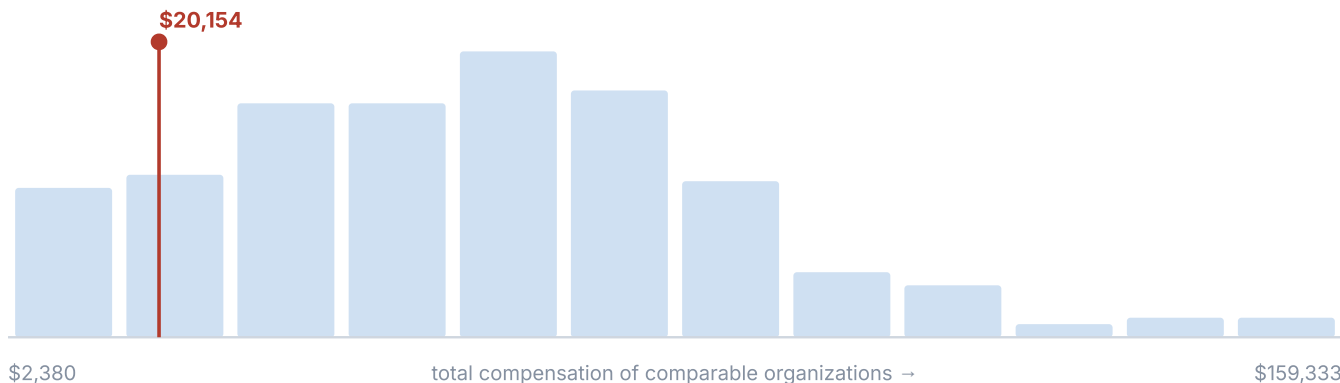
Benchmarked executive: Cleytus Malone — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$157,779 and \$353,238 — 0.67x to 1.50x the subject's \$235,492 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

252 organizations qualified on sector, size, and geography → **252** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,035	\$34,576	\$57,075	\$76,254	\$94,159	\$20,154
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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
Partnerships For Lawrence Inc	IN	\$234,721	Executive Director	\$75,000	\$77,215	2023
Black Economic Collective	OR	\$233,756	Executive Director	\$58,378	\$52,926	2023
Community Wide Care Of Arizona	AZ	\$237,535	Vice President	\$34,082	\$31,082	2024
Main Street Delaware Inc	OH	\$233,337	Executive Director	\$73,750	\$74,071	2024
Tennessee Stormwater Association	TN	\$238,201	Executive Di	\$56,553	\$56,370	2024
Springboard Group	OR	\$239,010	President, Executive Officer	\$167,269	\$151,650	2023
African American Chamber Of Commerce Of Western Pa	PA	\$231,278	President	\$64,104	\$60,619	2024
Hearts Respond	CA	\$239,729	Board Member	\$29,950	\$25,249	2023
Good Beginnings Inc	NH	\$239,827	Executive Di	\$48,620	\$42,571	2024
Independence Regional Ennovation Center Inc	MO	\$231,026	Executive Director	\$55,417	\$57,303	2023
Grinding Stone Collective Inc	NY	\$240,267	Ceo And Board Vice President	\$91,800	\$78,661	2024
Belle Haven Action	CA	\$240,543	President& D	\$29,162	\$24,584	2023
Community Realignment Education Program	CA	\$230,414	Program Director	\$93,062	\$76,202	2024
Build Galveston	TX	\$230,106	Executive Director (Thru 11/24)	\$119,389	\$113,248	2024
Bethel Community Transformation Center	MI	\$240,889	Executive Director	\$34,823	\$34,084	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Center For The Empowerment Of Families Inc	CA	\$240,965	Executive Director	\$16,450	\$13,868	2023
Cascade Residential Inc	FL	\$229,585	President	\$77,885	\$71,431	2023
Newport News Green Foundation Inc	VA	\$229,111	Executive Di	\$71,050	\$66,975	2023
Dynamic Community Development Corporation	FL	\$229,047	Business Developer	\$42,686	\$38,026	2024
Central Community Association Inc	LA	\$242,015	President	\$2,934	\$3,064	2024
Citizens For Progress Inc	TX	\$242,066	Executive Director	\$80,379	\$78,496	2023
Nogales Community Development Corp	AZ	\$242,518	Interim Exec Director	\$50,000	\$46,945	2023
Melanin Market Inc	FL	\$228,279	President	\$45,000	\$40,087	2024
Ashland Senior Community Centerinc	WI	\$242,767	Executive Di	\$41,132	\$41,938	2023
Hostel Detroit	MI	\$242,893	Director	\$68,470	\$67,016	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.

■ Sample, role match & sensitivity

PEER COUNT **252** organizations. Compensation range \$2,380–\$159,333; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$235,492); for reference, expenses \$225,336 and assets \$962,705.

ROLE MATCH	Cleytus Malone, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	12 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	11 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 (Cleytus Malone) 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 252 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,154 is reasonable (approximately the 12th 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.