

Minnesota Teachers Of English To Speakers Of Other Languages

Executive Director / CEO

EIN 411385145

MN · NTEE B60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Catherine Clements, Executive Director / CEO** (\$15,450) against **every comparable organization** that fit the selection criteria — **127** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **9th** percentile of comparable organizations

below the typical range for comparable organizations

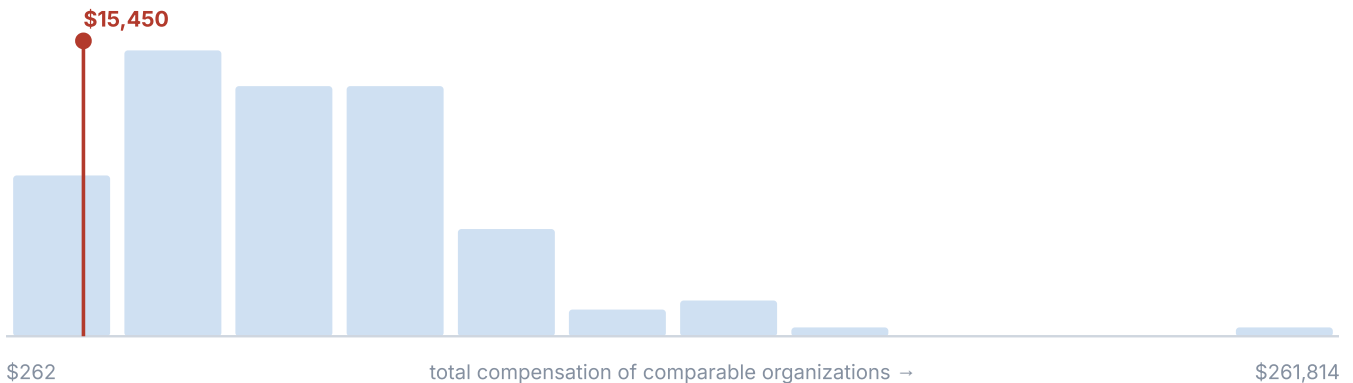
Benchmarked executive: Catherine Clements — reported title "EXECUTIVE ASSISTANT", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (B60). |
| BUDGET | Total revenue between \$155,088 and \$347,212 — 0.67x to 1.50x the subject's \$231,475 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue. |

127 organizations qualified on sector, size, and geography → **127** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|-------------------------|-------------------------|---------------------------|-------------------------|-------------------------|-----------------------------------|
| \$16,772 10TH | \$31,577 25TH | \$55,781 MEDIAN | \$74,870 75TH | \$95,100 90TH | \$15,450 THIS ORG · 9TH |
|-------------------------|-------------------------|---------------------------|-------------------------|-------------------------|-----------------------------------|

\$15,450



■ 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 MN 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 |
|--|-------|-----------|--------------------|-----------------|-----------------|------|
| Growing Oaks Association | OK | \$232,819 | Secretarytreasurer | \$73,000 | \$81,350 | 2024 |
| Skyline Agility Club Inc | NY | \$229,644 | Former President | \$8,750 | \$8,002 | 2024 |
| Literacy Volunteers Of Broome-tioga | NY | \$233,980 | Executive Director | \$49,448 | \$44,054 | 2025 |
| Destiny Builders Inc | OK | \$228,764 | President | \$87,000 | \$96,951 | 2024 |
| Kenosha Literacy Council | WI | \$234,765 | Executive Dir. | \$54,654 | \$56,276 | 2025 |
| Ethos Literacy | NM | \$227,120 | Executive Director | \$63,000 | \$68,575 | 2024 |
| National Coalition For Dialogue & Deliberation | PA | \$236,025 | Executive Director | \$16,800 | \$17,456 | 2023 |
| Leadership Kauai | HI | \$226,010 | Executive Dir. | \$70,000 | \$65,299 | 2023 |
| Collaborative Law Institute Of Texas | TX | \$237,143 | Exec Director | \$76,546 | \$79,780 | 2023 |
| Gull Island Institute Inc | MA | \$237,443 | Clerk | \$41,600 | \$37,832 | 2024 |
| National Hbcu Business Deans Roundtable Inc | NC | \$225,337 | Managing Director | \$36,000 | \$38,757 | 2023 |
| New York State Care Management | NY | \$225,135 | Executive Director | \$68,250 | \$62,414 | 2024 |
| Remarkable Mens Practice | CA | \$224,685 | President | \$10,387 | \$9,345 | 2023 |
| The William And Lanaea C Featherstone | MD | \$224,131 | Founder | \$30,000 | \$29,223 | 2023 |
| Midcoast Literacy | ME | \$239,926 | Executive Director | \$42,498 | \$43,067 | 2024 |
| The Reliance College Fund | IL | \$221,037 | Pres./treas. | \$88,008 | \$87,563 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|-----------|--------------------|-----------------|------------------|------|
| Iowa City Unesco City Of Literature | IA | \$244,011 | Executive Director | \$108,323 | \$120,034 | 2024 |
| luoe Local 891 Education & Training Fund | NY | \$218,825 | Trustee | \$7,262 | \$6,837 | 2023 |
| Columbia Bartending Agency Incorporated | NY | \$218,310 | Executive Director | \$7,120 | \$6,343 | 2025 |
| Literacy Chippewa Valley | WI | \$244,707 | Executive Di | \$47,017 | \$48,413 | 2025 |
| Harleys Dream | CO | \$245,039 | Executive Dir. | \$52,000 | \$50,462 | 2024 |
| True Initiative | HI | \$217,550 | Ed To 12/24 | \$79,935 | \$72,427 | 2024 |
| Second Chance Education Inc | CA | \$245,689 | Ceo | \$59,509 | \$53,541 | 2023 |
| Florida Preborn Rescue Inc | FL | \$245,779 | Director | \$124,492 | \$118,358 | 2024 |
| Hey Neighbor | CO | \$246,939 | Executive Director | \$39,875 | \$38,695 | 2024 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 127 organizations. Compensation range \$262–\$261,814; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$231,475); for reference, expenses \$202,868 and assets \$129,621.

ROLE MATCH Catherine Clements, reported title *"EXECUTIVE ASSISTANT"*, 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 12 peers 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 | 9 th |
| Total compensation (D + F), as reported (no adjustments) | 9 th |
| Reportable pay only (column D), adjusted | 15 th |
| All sources (D + E + F), adjusted | 8 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 (Catherine Clements) 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 127 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,450 is reasonable (approximately the 9th 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.