

# North Dakota Federation Of Families

Executive Director / CEO

EIN 450435476  
 ND · NTEE F70  
 FY ending 2023-10-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Carlotta Mccleary, Executive Director / CEO** (\$85,000) against **every comparable organization** that fit the selection criteria — **561** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92<sup>nd</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

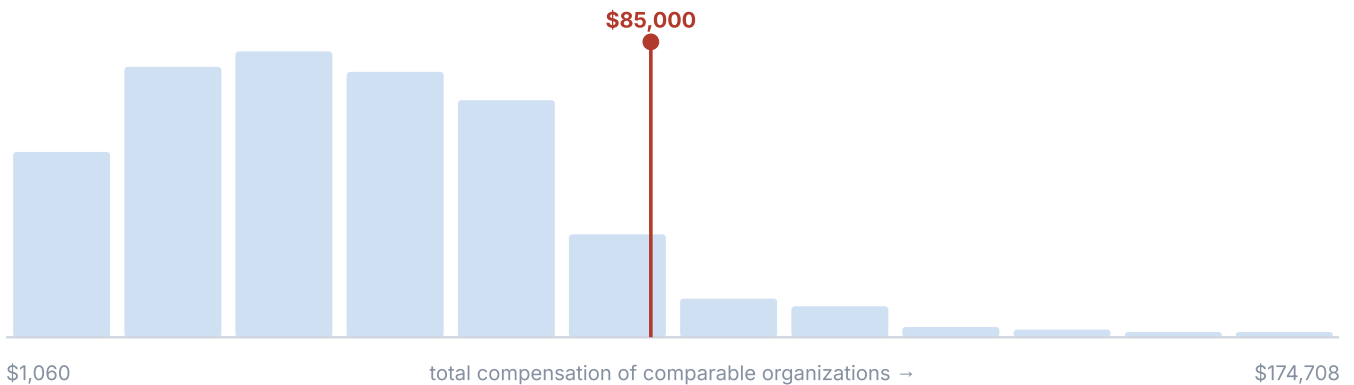
**Benchmarked executive:** Carlotta Mccleary — reported title "EXE. DIR.", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F70).
BUDGET	Total revenue between \$152,030 and \$340,366 — 0.67x to 1.50x the subject's \$226,911 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

**561** organizations qualified on sector, size, and geography → **561** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,323	\$25,674	\$43,029	\$62,911	\$80,207	\$85,000
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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 ND 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="#">Pickaway Addiction Action Coalition</a>	OH	\$226,884	Coalition Administrator	\$31,200	<b>\$29,249</b>	2024
<a href="#">Changing Lanes Ministries Inc</a>	OK	\$226,786	Executive Direc	\$104,041	<b>\$101,399</b>	2024
<a href="#">Vermont Recovery Network Inc</a>	VT	\$227,042	Executive Di	\$30,552	<b>\$28,022</b>	2023
<a href="#">One Recovery</a>	CA	\$226,696	President	\$62,500	<b>\$47,768</b>	2024
<a href="#">Unity Acres Inc</a>	NY	\$227,169	Officer	\$33,945	<b>\$27,149</b>	2024
<a href="#">Counseling Center Of Highlands</a>	NC	\$227,552	Executive Director	\$35,299	<b>\$32,282</b>	2024
<a href="#">Cornerstone For Hope</a>	PA	\$226,245	Director	\$54,000	<b>\$49,071</b>	2023
<a href="#">Your Neighborhood Clinic</a>	DC	\$227,700	Psychological Associate	\$65,771	<b>\$51,084</b>	2024
<a href="#">Amaly</a>	CA	\$226,032	Director And Co-ceo	\$35,803	<b>\$27,364</b>	2024
<a href="#">Triangle Disability Advocates Inc</a>	NC	\$225,652	Executive Director	\$13,000	<b>\$12,240</b>	2023
<a href="#">Ruthlyn Aitcheson Corporation</a>	FL	\$225,422	Manager	\$48,228	<b>\$40,100</b>	2024
<a href="#">110 Inc</a>	MA	\$228,430	President	\$65,000	<b>\$51,698</b>	2024
<a href="#">Campbell County Drug Free Alliance</a>	KY	\$225,002	Executive Director	\$81,927	<b>\$80,207</b>	2023
<a href="#">Christian Counseling Connection Inc</a>	CT	\$224,871	Exec. Dir. (Ret 6/24)	\$6,668	<b>\$5,534</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Redeem And Restore Center Inc</a>	WI	\$224,749	President	\$36,429	<b>\$33,674</b>	2024
<a href="#">Butler Behavioral Health Properties</a>	OH	\$229,149	Ceo	\$33,771	<b>\$31,659</b>	2024
<a href="#">Grof Legacy Project Usa</a>	NM	\$229,366	Executive Director	\$21,962	<b>\$21,525</b>	2023
<a href="#">Kiflaorg Inc</a>	NY	\$229,470	Chief Science Officer	\$65,744	<b>\$54,135</b>	2023
<a href="#">Ben's Friends</a>	SC	\$224,219	Vice President	\$75,000	<b>\$71,298</b>	2023
<a href="#">Theres Still Hope</a>	FL	\$229,616	Ceo	\$76,231	<b>\$63,385</b>	2024
<a href="#">Montreux Management Corporation</a>	PA	\$230,000	President	\$43,401	<b>\$38,308</b>	2024
<a href="#">Iowa Board Of Certification</a>	IA	\$223,675	Executive Director	\$80,000	<b>\$77,530</b>	2024
<a href="#">Building Recovery Integrity Dedication</a>	GA	\$223,417	Exec. Dir./ceo	\$52,885	<b>\$47,065</b>	2024
<a href="#">Bella Terra Stables</a>	PA	\$223,353	President/executive Director	\$33,007	<b>\$29,133</b>	2024
<a href="#">Wyoming Professional Assistance Program</a>	WY	\$223,305	Executive Dir.	\$90,000	<b>\$85,300</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ND 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 ND 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 **561** organizations. Compensation range \$1,060–\$174,708; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$226,911); for reference, expenses \$231,536 and assets \$61,449.
ROLE MATCH	Carlotta McCleary, reported title "EXE. DIR.", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	92 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	86 <sup>th</sup>
Reportable pay only (column D), adjusted	94 <sup>th</sup>
All sources (D + E + F), adjusted	86 <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 (Carlotta McCleary) 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 561 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,000 is reasonable (approximately the 92<sup>nd</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.