

The Black Fives Foundation

Executive Director / CEO

EIN 461925488

CT · NTEE B99

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Claude Johnson, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **265** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

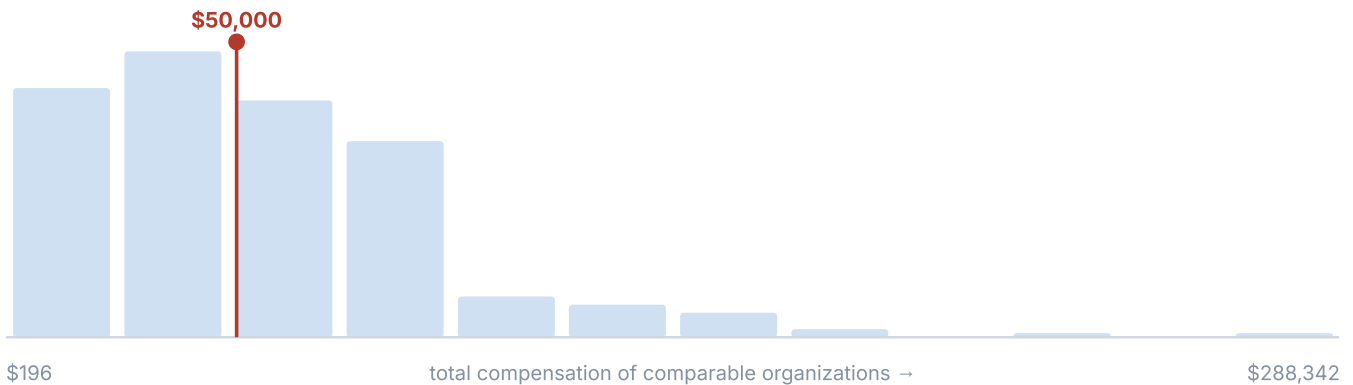
Benchmarked executive: Claude Johnson — reported title “PRESIDENT, E”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$128,636 and \$287,992 — 0.67x to 1.50x the subject's \$191,995 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

265 organizations qualified on sector, size, and geography → **265** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,089	\$27,498	\$48,633	\$74,692	\$99,729	\$50,000
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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 CT 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
Empowering Garden Inc	IL	\$192,373	President	\$19,500	\$20,446	2023
Caledonia Education Foundation	MI	\$192,835	Executive Di	\$19,582	\$20,938	2024
Antiquarian Book School Foundation	CO	\$190,850	Executive Director	\$12,083	\$12,002	2024
Architectural Foundation Of	CA	\$189,680	Executive Dir.	\$150,646	\$134,758	2024
Beth Israel Dermatology Foundation Inc	MA	\$189,638	Director (Dermatologist, Hmfp)	\$100,462	\$93,522	2024
Recycle Across America	MN	\$194,922	Executive Di	\$35,604	\$37,522	2023
Coalition For Public Safety Training In	MD	\$194,929	Executive Director	\$42,017	\$41,896	2023
Children Of Promise Stable Inc	NY	\$196,459	Program Director	\$62,149	\$58,178	2024
Revive The Roots	RI	\$196,824	Executive Director	\$34,285	\$33,179	2025
Cbee Foundation	CA	\$187,131	Ceo	\$182,431	\$163,191	2024
Newport-mesa High School	CA	\$185,868	Secretary/treasurer	\$1,200	\$1,074	2024
Kid Kare Project Inc	IN	\$185,552	Office Manager	\$7,737	\$8,452	2024
Uhuburg Institute Limited	GA	\$198,463	Secretary And General Manager	\$104,000	\$111,528	2023
Lite House Partners Inc	GA	\$185,332	Executive Director	\$183	\$196	2023
Next Generation Choices Foundation	VA	\$199,125	President	\$80,000	\$82,383	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cardio-facio-cutaneous International	NY	\$184,530	Former Executive Director	\$67,516	\$65,069	2023
Ukrainian School Of Knowledge	OR	\$200,613	President	\$32,400	\$31,169	2024
Agc Of Iowa Foundation	IA	\$183,174	Executive Vice President	\$31,254	\$35,451	2024
Estes Park Learning Place Inc	CO	\$182,902	Executive Director	\$56,156	\$55,782	2024
Alaska Prehospital Education Consortium Inc	AK	\$202,369	Program Director	\$23,150	\$22,928	2024
High Way Education Inc	NY	\$202,698	Executive Director	\$46,176	\$43,225	2024
Monroe County Bar Center For Education	NY	\$181,226	Executive Director - Thru Dec 2024	\$17,320	\$15,795	2025
Women Leading Kentucky Inc	KY	\$203,065	Executive Director	\$47,712	\$53,102	2024
Lincoln-way High School Foundation	IL	\$179,721	Executive Di	\$60,000	\$61,108	2024
American Diplomacy Foundation	CT	\$179,500	President And Secretary	\$155,795	\$155,795	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 **265** organizations. Compensation range \$196–\$288,342; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$191,995); for reference, expenses \$166,065 and assets \$196,803.
ROLE MATCH	Claude Johnson, reported title " <i>PRESIDENT, E</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	52 nd
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	47 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 (Claude Johnson) 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 265 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 52nd 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.