

# Gotta Be Me Inc

Executive Director / CEO

EIN 472153256  
 NE · NTEE P80  
 FY ending 2024-12-31  
 June 13, 2026

This analysis benchmarks the total compensation of **Tiffany Clifton, Executive Director / CEO** (\$66,000) against **every comparable organization** that fit the selection criteria — **284** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 61<sup>st</sup> percentile of comparable organizations**

within the typical range

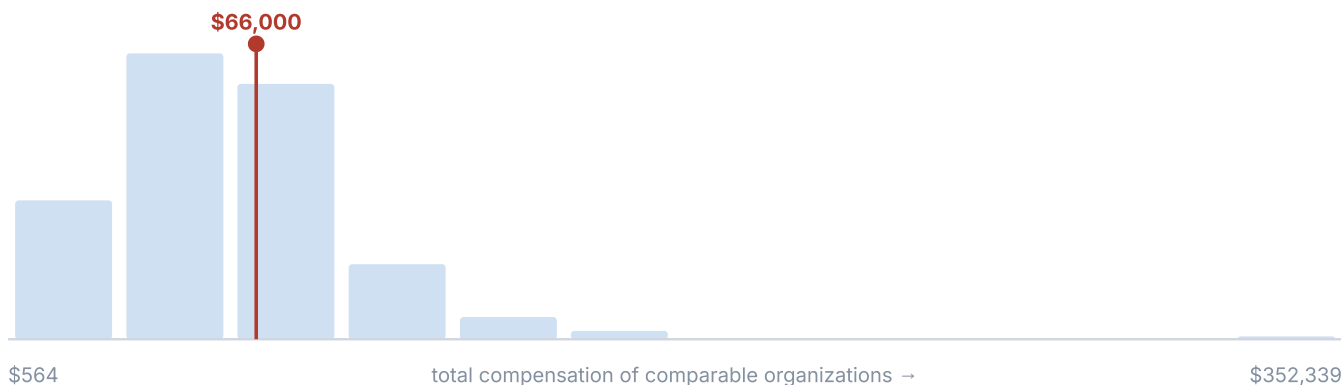
**Benchmarked executive:** Tiffany Clifton — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$285,269 and \$638,662 — 0.67x to 1.50x the subject's \$425,775 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

**284** organizations qualified on sector, size, and geography → **284** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,419	\$39,134	\$57,612	\$76,393	\$92,559	\$66,000
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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 NE 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="#">Dallas Hearing Foundation Inc</a>	TX	\$424,486	Development Director	\$105,600	<b>\$98,212</b>	2024
<a href="#">Build Missouri Health</a>	MO	\$428,014	President & Ceo	\$24,284	<b>\$23,914</b>	2024
<a href="#">Providence Village Of Rhode Island</a>	RI	\$428,180	Executive Dir.	\$83,204	<b>\$76,369</b>	2023
<a href="#">Friends Of Transitions Guatemala</a>	CA	\$428,236	Chief Financial Officer	\$2,000	<b>\$1,606</b>	2024
<a href="#">Bit Of Hope Ranch Inc</a>	NC	\$428,244	Executive Dir.	\$45,240	<b>\$43,461</b>	2024
<a href="#">2nd Mile Ministries Inc</a>	FL	\$423,112	Executive Dir.	\$50,018	<b>\$43,687</b>	2024
<a href="#">Mad River Valley Ambulance Service</a>	VT	\$430,889	Rescue Coord	\$7,989	<b>\$7,697</b>	2023
<a href="#">Independence 1st Owner Corp</a>	NY	\$419,699	Ceo	\$81,429	<b>\$68,412</b>	2024
<a href="#">The Arc Of Grays Harbor</a>	WA	\$432,013	Executive Director	\$53,321	<b>\$44,385</b>	2024
<a href="#">I-58 Mission Inc</a>	GA	\$419,527	Executive Di	\$47,905	<b>\$46,107</b>	2023
<a href="#">Nebraska Indian Child Welfare Coali</a>	NE	\$433,315	Interim Ed	\$56,609	<b>\$56,609</b>	2024
<a href="#">Ray Of Light Farm Inc</a>	CT	\$434,039	President	\$14,900	<b>\$13,373</b>	2023
<a href="#">Raise Texas</a>	TX	\$434,313	Executive Director	\$173,217	<b>\$165,857</b>	2023
<a href="#">Refuge City</a>	TX	\$416,586	Ceo, Board M	\$113,750	<b>\$105,792</b>	2024
<a href="#">Mission Working Dogs</a>	ME	\$416,336	Treasurer	\$54,000	<b>\$50,274</b>	2024
<a href="#">Social Creatures Inc</a>	NY	\$435,755	Executive Dir.	\$48,811	<b>\$42,220</b>	2023
<a href="#">Partnership 4 Hope Inc</a>	NE	\$436,000	Executive Director	\$16,430	<b>\$16,915</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Horseplay Therapy Center Inc</a>	FL	\$436,405	President	\$67,250	<b>\$58,738</b>	2024
<a href="#">Snowbasin Adaptive Sports Education</a>	UT	\$415,071	Executive Di	\$77,561	<b>\$73,805</b>	2024
<a href="#">Jubilee Academy Inc</a>	SC	\$414,754	Executive Director	\$56,250	<b>\$56,171</b>	2023
<a href="#">Freedom Dogs</a>	CA	\$414,500	Executive Director	\$133,900	<b>\$104,730</b>	2025
<a href="#">Memory Cafe Of The Red River Valley</a>	ND	\$437,624	Executive Director	\$72,446	<b>\$73,918</b>	2024
<a href="#">Central Valley Community Resources Inc</a>	CA	\$413,385	Ceo	\$17,500	<b>\$14,465</b>	2023
<a href="#">Working Against Violence For</a>	AK	\$413,255	Former Exec	\$41,499	<b>\$36,888</b>	2024
<a href="#">Independent Connection Inc</a>	KS	\$412,810	Executive Director	\$90,196	<b>\$90,597</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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	<b>284</b> organizations. Compensation range \$564–\$352,339; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$425,775); for reference, expenses \$395,024 and assets \$191,962.
ROLE MATCH	Tiffany Clifton, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 7 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	61 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	56 <sup>th</sup>
Reportable pay only (column D), adjusted	62 <sup>nd</sup>
All sources (D + E + F), adjusted	54 <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 (Tiffany Clifton) 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 13, 2026, comparing compensation against 284 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,000 is reasonable (approximately the 61<sup>st</sup> 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 13, 2026.