

Clifford Antone Foundation

Executive Director / CEO

EIN 473892136

TX · NTEE B60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Susan Antone, Executive Director / CEO** (\$68,500) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

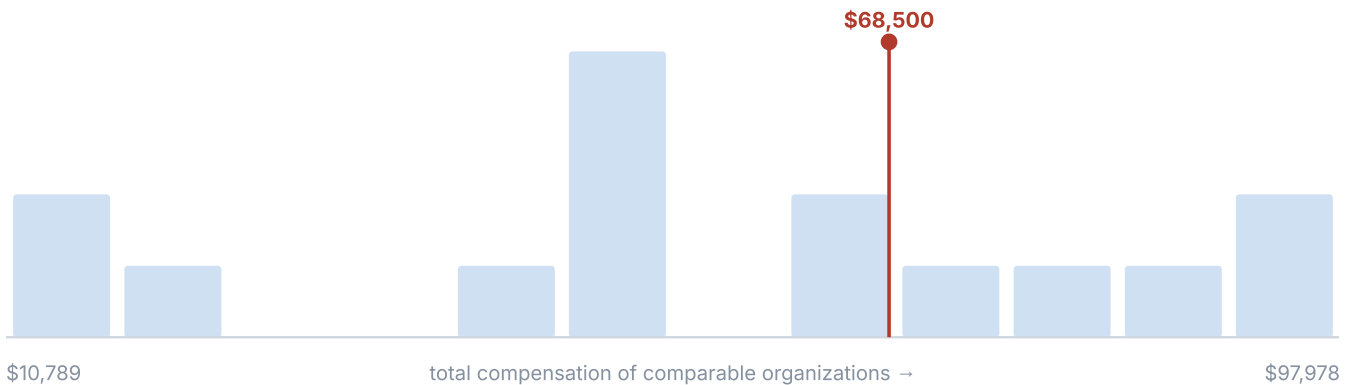
Benchmarked executive: Susan Antone — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B60).
BUDGET	Total revenue between \$220,551 and \$493,771 — 0.67x to 1.50x the subject's \$329,181 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B60) + TX + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,611	\$43,846	\$54,051	\$76,050	\$91,097	\$68,500
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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 TX 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
Ploughshare Institute For Sustainable	TX	\$319,261	Vice President	\$21,750	\$22,392	2023
Louise H Batz Patient Safety Foundation	TX	\$341,013	Executive Director	\$52,500	\$54,051	2023
Adagio Institute Inc	TX	\$311,557	Summers	\$66,464	\$68,427	2023
Greater Fort Worth Pro-life Ministries	TX	\$367,579	Executive Director	\$48,617	\$50,053	2023
Expanding Frontiers Corp	TX	\$371,930	Board Member	\$71,190	\$73,293	2023
Lone Star Construction Trades Training	TX	\$372,178	Director	\$87,360	\$87,360	2024
Sil Lead Inc	TX	\$278,791	Executive Director	\$10,789	\$10,789	2024
International Society Of	TX	\$277,473	Executive Di	\$39,860	\$39,860	2024
Bee Happy Day Hab Foundation I	TX	\$275,857	Exec Director	\$47,831	\$47,831	2024
First Place 4 Health	TX	\$257,264	Former Ceo	\$62,847	\$62,847	2024
Economic Growth Business Incubator	TX	\$406,170	Executive Director	\$93,588	\$93,588	2024
Texas Apartment Association Education	TX	\$412,003	Ceo	\$50,298	\$50,298	2024
Texas Choral Directors Association	TX	\$419,703	Executive Di	\$97,978	\$97,978	2024
Collaborative Law Institute Of Texas	TX	\$237,143	Exec Director	\$76,546	\$78,807	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Texas Bar College	TX	\$482,376	Executive Director Tbc	\$16,090	\$16,090	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	15 organizations. Compensation range \$10,789–\$97,978; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$329,181); for reference, expenses \$344,333 and assets \$39,452.
ROLE MATCH	Susan Antone, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	67 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	67 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 (Susan Antone) 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 15 similarly situated organizations (Same NTEE sector (B60) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,500 is reasonable (approximately the 67th 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.