

Navajo Bic Overcomers

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Ralph Yoder, Executive Director / CEO** (\$4,235) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Ralph Yoder — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (I40).

BUDGET Total revenue between \$220,344 and \$493,309 — 0.67x to 1.50x the subject's \$328,873 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (I40), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography

→ **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,173

\$32,551

\$51,669

\$74,202

\$90,672

\$4,235



● 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 NM 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
Smile Inc	WI	\$329,122	Ceo	\$67,525	\$67,504	2023
Communities For Restorative Justice	MA	\$324,292	Executive Director	\$110,058	\$91,952	2024
Mileposts Foundation Inc	FL	\$323,586	President	\$2,119	\$1,851	2024
Transitions Of Dyer County	TN	\$335,492	Executive Director	\$45,050	\$44,027	2024
Ncircle Inc	KS	\$338,461	Executive Dir.	\$69,973	\$72,360	2023
Childrens Voice Casa Inc	GA	\$318,188	Executive Dir.	\$66,540	\$64,042	2023
Bethany Haven Inc	KY	\$344,379	Executive Director	\$52,648	\$51,234	2025
Fou Movement Inc	CA	\$312,488	Ceo	\$19,900	\$15,977	2024
Women Of Substance & Men Of Honor	CA	\$311,830	President	\$43,551	\$35,997	2023
Trinity Restoration Ministries	TX	\$346,973	President/executive Director	\$27,000	\$25,853	2023
1 Hundred Years Enterprise Foundation	CA	\$310,760	President	\$8,775	\$7,253	2023
Phoenix Rising Transitions	OR	\$309,798	Executive Director	\$55,274	\$49,135	2023
Released	FL	\$307,763	Executive Director	\$20,142	\$17,139	2025
Joshua's Promise Ministries Inc	FL	\$353,006	President	\$37,200	\$32,492	2024
R-3 Restorations	KY	\$303,947	Executive Di	\$77,809	\$80,018	2023
North Alabama Court Referral	AL	\$301,657	Exec Dir	\$123,820	\$124,370	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rebuilding Exoffenders Successfully	FL	\$360,213	Executive Director	\$72,000	\$62,887	2024
Unlock Tomorrow	CA	\$292,428	President	\$48,560	\$38,986	2024
A Safe Space Of St Charles	LA	\$289,384	Executive Director	\$26,004	\$26,622	2024
Celebrate Forever Families	TX	\$376,007	Out Going Executive Director	\$54,808	\$50,974	2024
The Four-seven Inc	OH	\$280,797	Executive Director	\$73,392	\$72,273	2024
Man Up Inc	RI	\$377,528	Ceo/founder	\$108,536	\$96,762	2024
This Is Living Ministries	TN	\$380,610	President	\$44,200	\$43,197	2024
The Childrens Law Project Of Hawaii	HI	\$391,252	Executive Director	\$46,565	\$38,761	2024
No More Tears Inc	CA	\$394,088	President	\$68,144	\$56,325	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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 48 organizations. Compensation range \$401–\$295,323; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$328,873); for reference, expenses \$113,178 and assets \$549,653. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Ralph Yoder, reported title *"EXECUTIVE DI"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	4 th
All sources (D + E + F), adjusted	2 nd

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 (Ralph Yoder) 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 48 similarly situated organizations (Same NTEE sector (I40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,235 is reasonable (approximately the 4th 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.