

# Camp Patriot Corp

Executive Director / CEO

EIN 582684780

MT · NTEE P80

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Micah Clark, Executive Director / CEO** (\$56,000) against **every comparable organization** that fit the selection criteria — **244** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Micah Clark — reported title “PRESIDENT”, 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 \$176,392 and \$394,909 — 0.67x to 1.50x the subject's \$263,273 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

**244** organizations qualified on sector, size, and geography → **244** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,787	\$27,499	\$48,214	\$65,314	\$77,945	\$56,000
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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 MT 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="#">The Human-animal Bond Inc</a>	WV	\$264,174	Manager	\$12,000	<b>\$12,053</b>	2024
<a href="#">Pax Learning Center</a>	WA	\$262,225	Executive Director	\$30,000	<b>\$24,917</b>	2024
<a href="#">Lifeforce In Later Years Inc</a>	NY	\$264,919	Executive Director	\$67,960	<b>\$58,653</b>	2023
<a href="#">Women's Initiatives That Strengthen And</a>	CA	\$261,621	Director	\$36,000	<b>\$28,838</b>	2024
<a href="#">Esther Single Mother Outreach</a>	FL	\$265,496	President	\$32,300	<b>\$28,149</b>	2024
<a href="#">Lynne Cohen Foundation</a>	CA	\$260,469	President And Executive Di	\$76,665	<b>\$63,227</b>	2023
<a href="#">Bridging Relationships In Diverse Groups</a>	CA	\$260,330	Former President	\$24,411	<b>\$20,132</b>	2023
<a href="#">The Camp Koinonia Foundation Inc</a>	TN	\$266,596	Past Executive Director	\$87,125	<b>\$84,959</b>	2024
<a href="#">Educate Ya Inc</a>	OR	\$267,011	Executive Dir.	\$61,944	<b>\$53,365</b>	2024
<a href="#">Ladies In Power</a>	CA	\$267,435	Ceo/director	\$13,333	<b>\$10,996</b>	2023
<a href="#">Coastal Therapeutic Riding Program</a>	NC	\$259,005	Executive Director	\$9,150	<b>\$9,030</b>	2023
<a href="#">Asd Solutions Inc</a>	NJ	\$258,704	President	\$52,000	<b>\$41,961</b>	2025
<a href="#">Acts 4 Ministry Inc</a>	CT	\$258,603	Executive Director	\$95,000	<b>\$82,633</b>	2024
<a href="#">Bridges Training Foundation</a>	TX	\$258,583	President	\$52,000	<b>\$49,681</b>	2023
<a href="#">Beyond Survival</a>	WA	\$268,091	Executive Di	\$46,304	<b>\$37,467</b>	2025
<a href="#">K9's 4 Mobility Inc</a>	WY	\$257,874	Executive Director	\$55,958	<b>\$57,230</b>	2023
<a href="#">Community Counts</a>	AZ	\$269,205	Executive Director	\$34,380	<b>\$31,579</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">At Home In Darieninc</a>	CT	\$271,208	Executive Di	\$96,827	<b>\$84,222</b>	2024
<a href="#">Family Promise Of Greater New Braunfels</a>	TX	\$254,832	Executive Director	\$12,000	<b>\$10,849</b>	2025
<a href="#">Learning 4 Life Farm</a>	OH	\$272,001	Co-director	\$6,010	<b>\$6,080</b>	2023
<a href="#">Front Step Inc</a>	PA	\$254,541	Executive Director	\$42,000	<b>\$38,855</b>	2024
<a href="#">Matsu Council On Aging</a>	AK	\$253,496	Executive Director	\$92,963	<b>\$82,451</b>	2024
<a href="#">Crossroads Hospice Charitable Foundation</a>	OK	\$253,446	Executive Director	\$65,604	<b>\$68,995</b>	2023
<a href="#">Deafinitely Dogs</a>	IA	\$252,979	Director	\$68,694	<b>\$71,838</b>	2023
<a href="#">Soulumination</a>	WA	\$273,712	Executive Director	\$92,084	<b>\$78,741</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	<b>244</b> organizations. Compensation range \$563–\$351,560; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$263,273); for reference, expenses \$244,845 and assets \$1,350,815.
ROLE MATCH	Micah Clark, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers 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	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	57 <sup>th</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	56 <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 (Micah Clark) 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 244 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,000 is reasonable (approximately the 64<sup>th</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 10, 2026.