

New Mexico Foundation For Dental

Executive Director / CEO

EIN 743146433
 NM · NTEE E32
 FY ending 2024-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Patricia Rule, Executive Director / CEO** (\$47,237) against **every comparable organization** that fit the selection criteria — **87** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

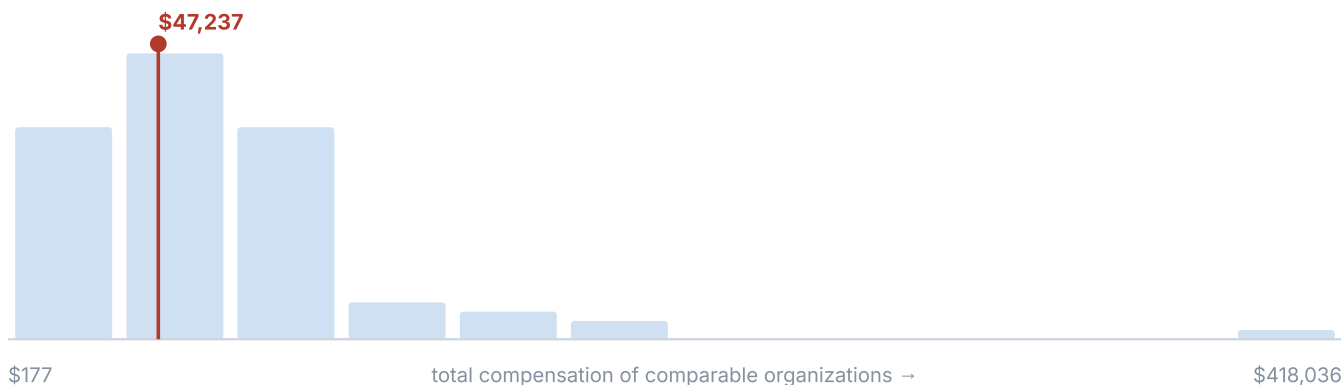
Benchmarked executive: Patricia Rule — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E32).
BUDGET	Total revenue between \$316,736 and \$709,111 — 0.67x to 1.50x the subject's \$472,741 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E32), nationwide + budget 0.67–1.5x revenue.

87 organizations qualified on sector, size, and geography → **87** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,927	\$34,118	\$58,685	\$85,556	\$111,339	\$47,237
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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 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
Noalab Clinic Inc	CA	\$469,731	Founder	\$12,518	\$10,347	2023
Lander Hope Clinic	PA	\$476,936	President	\$186	\$177	2023
Dames And Knights Of The Order Of Malta Medical And Dental Clinic Of	MI	\$467,634	Director	\$70,000	\$69,161	2023
Cato Ira Meridian Victory Ambulance	NY	\$462,768	President	\$6,132	\$5,152	2024
Culture Of Life Ministries	TX	\$487,674	Executive Dir.	\$10,000	\$9,300	2024
Informed Choice Of Iowa Corporation	IA	\$453,898	Executive Director (Partial Year)	\$32,292	\$33,845	2023
Community Supported Anthropolosophic	MI	\$493,058	President	\$123,116	\$118,150	2024
Care Harbor	CA	\$449,565	President	\$41,607	\$34,391	2023
Hope Medical Clinic Inc	FL	\$496,443	Secretary	\$66,000	\$57,646	2024
Mobile Healthcare Providers Northwest	WA	\$443,152	President & Ceo	\$65,240	\$55,911	2023
Dedicated To Aurora's Wellness And Needs	CO	\$440,203	Executive Director	\$99,300	\$86,246	2025
Ithaca Health Alliance Inc	NY	\$439,023	Executive Director	\$64,352	\$54,065	2024
Healthy Living Community	OR	\$437,308	President (1/1/23 - 6/23/23)	\$56,493	\$50,218	2023
Access Now Inc	VA	\$509,264	Ex. Dir. - A	\$26,546	\$23,831	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ksu Foot & Ankle Clinic	OH	\$510,172	Dean Ksucpm	\$26,320	\$26,684	2023
Embracing Futures Inc	OH	\$510,490	Executive Di	\$78,261	\$77,067	2024
Estella Byrd Whitman Wellness And Community Resource Center Inc	FL	\$518,746	Ceo	\$107,902	\$94,245	2024
Heart And Soul Clinic Inc	IN	\$424,897	Executive Di	\$60,000	\$58,829	2024
Bella Health And Wellness Inc	CA	\$420,953	Executive Director	\$37,100	\$29,785	2024
Ohio Valley Health Center	OH	\$416,903	Executive Di	\$53,375	\$54,114	2023
Ridge Health Services Inc	NY	\$413,452	Executive Director	\$12,621	\$10,917	2023
Red Bird Clinc Inc	KY	\$409,842	Dentist	\$114,223	\$114,097	2024
Louisiana Community Health Center	LA	\$408,541	Ceo	\$168,066	\$177,145	2023
The Olympia Free Clinic	WA	\$405,169	Executive Di	\$70,500	\$58,685	2024
Street Medicine Institute	PA	\$401,624	Executive Di	\$104,641	\$97,021	2024

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 87 organizations. Compensation range \$177–\$418,036; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$472,741); for reference, expenses \$426,341 and assets \$669,118.

ROLE MATCH	Patricia Rule, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	34 th
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	25 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 (Patricia Rule) 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 87 similarly situated organizations (Same NTEE sector (E32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,237 is reasonable (approximately the 34th 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.