

# Mission Okc Outreach Ministry Inc

Executive Director / CEO

EIN 800698650

OK · NTEE P20

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Chad Clement, Executive Director / CEO** (\$51,232) against **every comparable organization** that fit the selection criteria — **1061** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46<sup>th</sup>** percentile of comparable organizations within the typical range

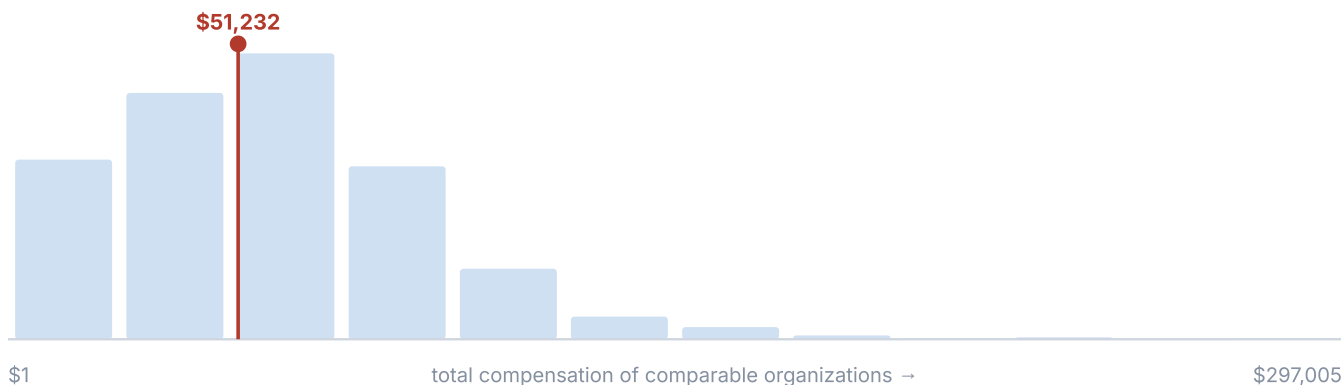
**Benchmarked executive:** Chad Clement — reported title "PASTOR AND CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$294,087 and \$658,404 — 0.67x to 1.50x the subject's \$438,936 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**1,061** organizations qualified on sector, size, and geography → **1,061** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,414	\$33,461	\$55,006	\$77,601	\$101,082	\$51,232
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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 OK 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="#">My Fathers House Community Service Inc</a>	KS	\$438,990	Employee	\$60,375	<b>\$60,984</b>	2023
<a href="#">Safety Council Of Greater St Louis</a>	MO	\$439,145	Executive Director	\$69,164	<b>\$68,492</b>	2023
<a href="#">Lifesouth Community Foundationinc</a>	FL	\$439,177	President /	\$50,917	<b>\$43,439</b>	2024
<a href="#">Greater Park Hill Community Inc</a>	CO	\$439,185	Executive Director	\$38,606	<b>\$34,611</b>	2023
<a href="#">Ivy Womens Center Inc</a>	OH	\$438,608	Executive Director	\$51,513	<b>\$51,013</b>	2023
<a href="#">North-northeast Business</a>	OR	\$438,597	President Ed	\$170,264	<b>\$147,835</b>	2023
<a href="#">All My Usos</a>	CA	\$438,238	Executive Director	\$5,542	<b>\$4,346</b>	2024
<a href="#">Community Access Center Inc</a>	FL	\$439,661	Executive Dire	\$26,560	<b>\$22,659</b>	2024
<a href="#">Community Engagement &amp; Consultation Group Inc</a>	MD	\$437,841	Chief Finance Officer	\$8,400	<b>\$7,132</b>	2024
<a href="#">1st Way Pregnancy Support Services</a>	IL	\$440,407	Executive Dir.	\$42,000	<b>\$37,498</b>	2024
<a href="#">Actively Building Child Care Inc</a>	AZ	\$437,313	Director	\$43,934	<b>\$38,372</b>	2024
<a href="#">Loving Houston Inc</a>	TX	\$440,562	Exec Dir (Fo	\$83,833	<b>\$76,157</b>	2024
<a href="#">Jompeame Foundation</a>	MI	\$437,164	President	\$27,000	<b>\$25,309</b>	2024
<a href="#">Divine Directions Corporation</a>	MS	\$441,054	Program Director	\$38,701	<b>\$39,144</b>	2024
<a href="#">Olinga Learning</a>	CA	\$436,788	Executive & Engineering Di	\$111,380	<b>\$87,343</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Instituto De Avance Integral Latino Cdc</a>	CA	\$441,139	Executive Director	\$100,000	<b>\$78,419</b>	2024
<a href="#">Silver Streak</a>	CA	\$436,590	Director	\$21,000	<b>\$16,954</b>	2023
<a href="#">Community Play Workshop Inc</a>	MA	\$436,551	Executive Dir.	\$25,233	<b>\$21,200</b>	2023
<a href="#">Freedom Lake Inc</a>	KY	\$441,683	Board Chair And President	\$80,100	<b>\$78,153</b>	2024
<a href="#">Guams Alternative Lifestyle Association</a>	GU	\$435,857	Executive Director	\$50,555	<b>\$50,555</b>	2024
<a href="#">Des Moines Refugee Support</a>	IA	\$442,213	Founder And Executive Director	\$50,000	<b>\$49,718</b>	2024
<a href="#">Spec Labs Inc</a>	CA	\$442,366	President	\$75,275	<b>\$59,030</b>	2024
<a href="#">Foundation 4 Arts Inc</a>	FL	\$435,142	President	\$26,000	<b>\$22,182</b>	2024
<a href="#">Hope At The Brick House Inc</a>	IA	\$434,971	Agency Director	\$40,000	<b>\$39,775</b>	2024
<a href="#">Street Samaritans</a>	IL	\$434,855	Executive Director	\$67,923	<b>\$60,643</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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** 1061 organizations. Compensation range \$1–\$297,005; filing years 2020–2025.

**SIZE BASIS** Matched on total revenue (\$438,936); for reference, expenses \$431,570 and assets \$25,868.

ROLE MATCH	Chad Clement, reported title " <i>PASTOR AND CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	56 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	26 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	46 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	39 <sup>th</sup>
Reportable pay only (column D), adjusted	48 <sup>th</sup>
All sources (D + E + F), adjusted	42 <sup>nd</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 (Chad Clement) 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 1061 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,232 is reasonable (approximately the 46<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 9, 2026.