

Native Pride (Preventionrsrch

Executive Director / CEO

EIN 830491683

NM · NTEE B90

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Clayton Small Phd, Executive Director / CEO** (\$55,506) against **every comparable organization** that fit the selection criteria — **488** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

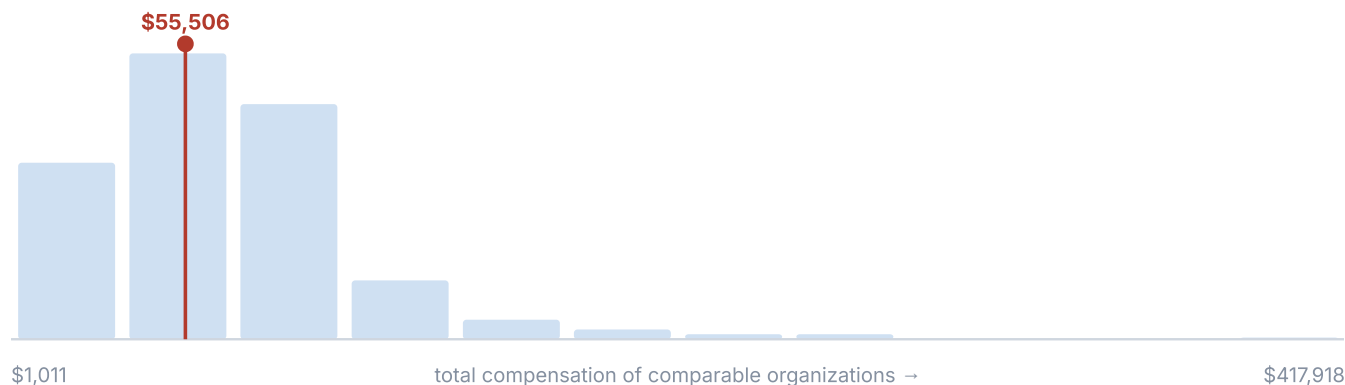
Benchmarked executive: Clayton Small Phd — reported title "CHIEF EXECUT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$307,879 and \$689,283 — 0.67x to 1.50x the subject's \$459,522 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

488 organizations qualified on sector, size, and geography → **488** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,390	\$39,920	\$60,276	\$89,903	\$112,056	\$55,506
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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
Mt Gilead Camp And	PA	\$459,399	Executive Di	\$60,000	\$55,631	2024
Futuresnw	WA	\$458,847	Executive Director Of Programs	\$62,500	\$53,562	2023
Youthtank Inc	MI	\$458,774	Executive Di	\$42,800	\$41,073	2024
Hospitality Mn Education Foundation	MN	\$460,805	President/ceo	\$10,947	\$10,057	2024
Erudite Russian Language Educational And Cultural Center Inc	VA	\$457,817	President, Director	\$40,500	\$37,431	2023
New York City Tourism Foundation Inc	NY	\$461,770	President	\$102,700	\$88,831	2023
Leadachild Society	KS	\$457,169	Executive Director	\$121,251	\$121,790	2024
Wooden Fish Parents First	OR	\$462,267	Executive Di	\$9,880	\$8,783	2023
Walled Lake Central Music Boosters	MI	\$462,525	Treasurer	\$8,930	\$8,349	2025
Long Beach City College Auxiliary Inc	CA	\$456,103	Director Bss	\$176,912	\$146,227	2023
Jose Valdes Math Foundation	CA	\$463,096	Executive Director	\$105,000	\$84,298	2024
Hannah Project Partnership For Academic Achievement	CA	\$463,193	Execurive Director	\$78,000	\$64,471	2023
Routt County Riders	CO	\$455,653	Executive Dir.	\$79,660	\$71,018	2024
Mississippi Farm Bureau Foundation &	MS	\$455,622	President	\$46,848	\$48,512	2024
Homework House Inc	MA	\$454,620	Executive Dir.	\$66,590	\$57,279	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Improving Schools Inc	DE	\$464,496	President	\$199,838	\$181,927	2024
Summer On The Hill Inc	NY	\$464,509	Executive Dir.	\$86,848	\$75,120	2023
Natural Womanhood	TX	\$464,768	President & Ceo	\$107,459	\$99,941	2024
Ukraine Global Scholars Foundation	MA	\$454,091	Officer President	\$68,269	\$57,038	2024
Cecilia Place Homes Inc	CA	\$465,859	President	\$34,547	\$27,736	2024
Hacker Dojo	CA	\$466,493	Executive Director	\$100,000	\$80,284	2024
Partners In Academics & Therapeutic	VA	\$452,399	President	\$7,725	\$6,935	2024
Vmi Inc	VT	\$450,829	Executive Director	\$103,224	\$99,452	2023
Mobile Area Interfaith Conference	AL	\$449,877	Executive Director	\$71,897	\$72,217	2024
Achieving Community Task Successfully	TX	\$449,491	Executive Director	\$18,000	\$17,236	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 **488** organizations. Compensation range \$1,011–\$417,918; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$459,522); for reference, expenses \$463,152 and assets \$34,200.

ROLE MATCH Clayton Small Phd, reported title "*CHIEF EXECUT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 14 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	43 rd
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	39 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 (Clayton Small Phd) 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 13, 2026, comparing compensation against 488 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,506 is reasonable (approximately the 43rd 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 13, 2026.