

Xavier Foundation Inc

Executive Director / CEO

EIN 860806832

AZ · NTEE T20

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Catherine Clancy, Executive Director / CEO** (\$125,221) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

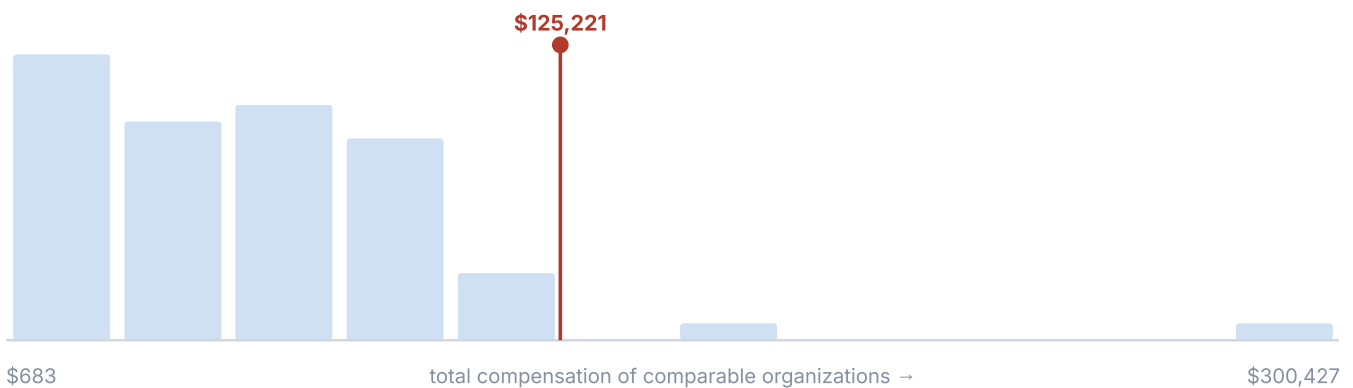
Benchmarked executive: Catherine Clancy — reported title "TREASURER/SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T20).
BUDGET	Total revenue between \$216,267 and \$484,180 — 0.67x to 1.50x the subject's \$322,787 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T20), nationwide + budget 0.67–1.5x revenue.

62 organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,722	\$20,732	\$51,314	\$77,965	\$99,348	\$125,221
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 97TH
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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 AZ 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
Equity In The Arts Fund	OH	\$322,812	President	\$42,714	\$47,041	2024
City County Athletic Complex Inc	IN	\$321,405	Executive Di	\$52,500	\$59,269	2023
The Travelers Foundation	CA	\$324,293	President Director	\$18,000	\$16,639	2023
Friends Of Gisaid Inc	CA	\$320,370	In-house Counsel	\$325,000	\$300,427	2023
Holt Brothers Foundation Inc	NC	\$327,562	Executive Director	\$80,250	\$86,220	2024
Vaughan Woods And Historic Homestead	ME	\$315,706	Executive Director	\$61,748	\$66,191	2023
Oakleaf Endowment Trust For	MN	\$312,757	Trustee (Resigned 12/31/23)	\$26,962	\$28,520	2023
The Tom Ridge Environmental Center	PA	\$336,137	President	\$70,000	\$74,729	2023
Fellows Of The Rsa In The United States	PA	\$340,981	Executive Director	\$147,269	\$152,707	2024
Western Governors Foundation	CO	\$301,700	President	\$80,000	\$79,763	2024
Archangels Michale & Gabriel Relief Organization	PA	\$299,435	President	\$6,000	\$6,405	2023
The Wanderer Family Foundation	NY	\$350,000	Trustee	\$69,484	\$67,215	2023
Arkansas Methodist Medical Center	AR	\$350,052	Cfo/ceo	\$18,725	\$21,886	2024
College Ministries Of Virginia	VA	\$350,231	Executive Campus Minister	\$53,506	\$55,305	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The United Methodist Retirement	NC	\$350,999	Chief Financial Officer	\$28,807	\$30,950	2024
Robert B Spencer Foundation	NM	\$351,996	Secretary	\$32,419	\$35,321	2025
Louisiana Real Estate Foundation	LA	\$288,093	Ceo	\$23,935	\$28,214	2023
Salisbury Urban Ministries Inc	MD	\$287,228	Executive Director	\$69,500	\$67,562	2024
Media Cares Foundation Inc	NY	\$285,031	Ceo & Director	\$20,312	\$19,085	2024
The Maurice C La Grua Center	CT	\$360,619	Executive Di	\$82,521	\$78,378	2025
Nathan Family Supporting Foundation	LA	\$363,146	Secretary/treasurer	\$12,957	\$14,835	2024
Surfaid International Usa	CA	\$281,645	Executive Director	\$115,968	\$104,124	2024
Gavilan College Educational Foundation	CA	\$366,665	Director	\$22,661	\$20,347	2024
Esba Inc	GA	\$367,469	Pres	\$45,600	\$49,083	2023
Howard & Ethel B Ross Tua 2	FL	\$268,871	Co-trustee	\$58,773	\$57,410	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	62 organizations. Compensation range \$683–\$300,427; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$322,787); for reference, expenses \$66,480 and assets \$6,309,133. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Catherine Clancy, reported title " <i>TREASURER/SECRETARY</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	19 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	97 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	95 th
All sources (D + E + F), adjusted	69 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 (Catherine Clancy) 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 62 similarly situated organizations (Same NTEE sector (T20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$125,221 is reasonable (approximately the 97th 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.