

Native American Youth Ministries

Executive Director / CEO

EIN 860848618

AZ · NTEE O99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Patricia Fleeger, Executive Director / CEO** (\$19,747) 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 **19th** percentile of comparable organizations below the typical range for comparable organizations

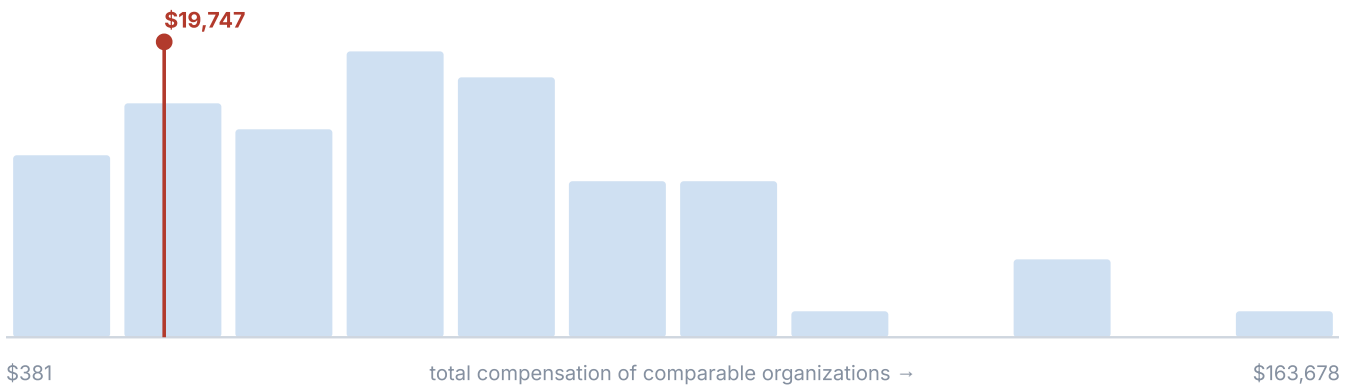
Benchmarked executive: Patricia Fleeger — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O99).
BUDGET	Total revenue between \$183,030 and \$409,770 — 0.67x to 1.50x the subject's \$273,180 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O99), 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



\$12,756	\$24,209	\$51,612	\$70,548	\$94,634	\$19,747
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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
Mentoring Youth Through Technology	IL	\$273,447	Executive Dir.	\$29,000	\$28,795	2024
Silver Stallion Bicycle And Coffee	NM	\$270,499	President	\$25,858	\$28,089	2024
Mentoring Mentors Inc	MD	\$269,718	Founder & Ceo	\$35,992	\$33,984	2024
Reintegration Support Network Inc	NC	\$268,687	Executive Director	\$58,407	\$59,380	2025
Salida Circus Outreach Foundation	CO	\$265,704	Executive Director	\$45,691	\$44,249	2024
Nashville Debate League Inc	TN	\$263,898	Executive Director	\$74,001	\$76,535	2025
Lincoln Independent Business Association	NE	\$263,224	Executive Director	\$150,678	\$163,678	2024
Girls On The Run 334	NJ	\$283,331	Council Director	\$57,145	\$51,530	2024
Childrens Justice And Advocacy Center	IN	\$284,683	Executive Director	\$42,124	\$46,190	2023
Dream Company	HI	\$286,991	President/secretary/direct	\$19,530	\$18,181	2023
Room Redux	TX	\$301,149	Ceo	\$48,000	\$49,926	2023
Day Dreams Foundation	MO	\$243,310	Executive Di	\$20,492	\$21,920	2024
South Carolina Early Childhood	SC	\$240,454	Executive Director	\$45,651	\$48,100	2024
The Sweet Julia Grace Foundation	VA	\$236,179	Ceo	\$55,569	\$54,189	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Youth For A Better Future	IL	\$312,309	Executive Director	\$64,000	\$63,547	2024
Child And Family Resource Foundation	SC	\$230,904	Ceo	\$35,170	\$37,057	2024
Free To Be	CA	\$318,324	Executive Dir.	\$80,000	\$67,970	2025
Wesley Foundation At The University Of Washington	WA	\$223,768	Executive Director	\$99,011	\$89,528	2024
Raes Hope Inc	TX	\$323,656	Executive Director	\$18,225	\$18,956	2023
Valley Youth Network	PA	\$222,234	Executive Director	\$94,401	\$95,079	2024
Mentor For Change	CA	\$221,819	Executive Di	\$25,523	\$22,916	2023
Healthy Families Partnership Inc	VA	\$219,326	Board Treasu	\$400	\$381	2025
Victory Lane Camp Inc	IN	\$217,717	Ceo	\$84,989	\$90,520	2024
Southern Rhode Island Youth Hockey Association	RI	\$329,401	Director	\$15,400	\$14,530	2025
Students Without Limits	CA	\$213,818	President/ceo	\$123,249	\$107,487	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 2023 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 \$381–\$163,678; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$273,180); for reference, expenses \$277,393 and assets \$86,716.
ROLE MATCH	Patricia Fleeger, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	19 th
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	5 th
All sources (D + E + F), adjusted	19 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 Fleeger) 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 62 similarly situated organizations (Same NTEE sector (O99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,747 is reasonable (approximately the 19th 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.