

Western Political Science Association

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Richard Clucas, Executive Director / CEO** (\$7,000) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

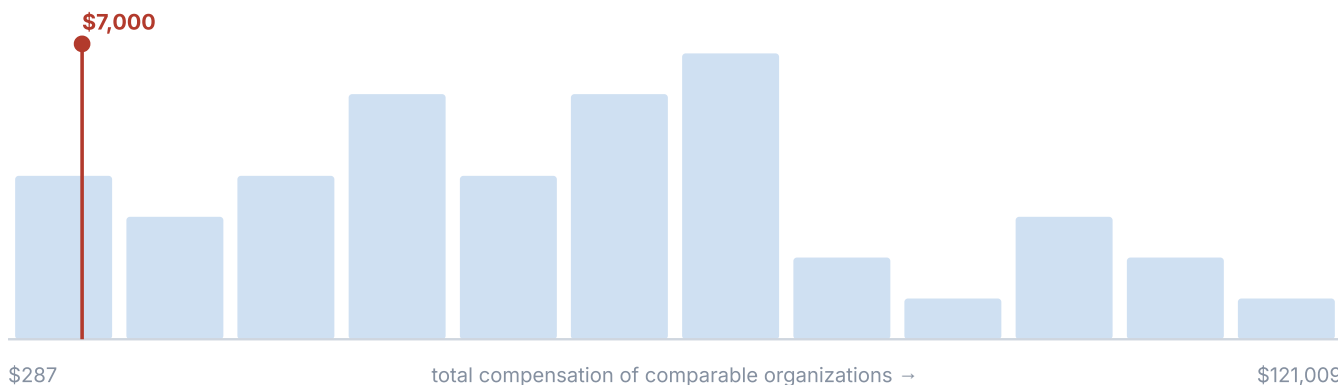
Benchmarked executive: Richard Clucas — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A70).
BUDGET	Total revenue between \$193,487 and \$433,180 — 0.67x to 1.50x the subject's \$288,787 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A70), nationwide + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,478	\$30,222	\$52,582	\$68,542	\$93,256	\$7,000
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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 OR 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
Atlanta Writers Club	GA	\$289,485	Executive Director	\$31,500	\$35,113	2023
Faulkner Morgan Archive	KY	\$288,069	President & Executive Director	\$52,771	\$62,855	2023
American Comparative Literature	IL	\$285,428	Chief Admin Off	\$85,586	\$93,281	2023
Lama Foundation	NM	\$280,456	Director	\$1,008	\$1,202	2023
Christian Home Educators Assn Of Calif	CA	\$278,232	Treasurer	\$300	\$287	2023
Helping Link	WA	\$302,762	Executive Director	\$125,517	\$121,009	2024
The Aftermath Project Inc	CA	\$303,880	Secretary	\$51,000	\$48,822	2023
Project Sycamore A Nfp Corporation	TX	\$273,382	Executive Director	\$84,000	\$93,154	2023
Marine Mills Folk School	MN	\$272,489	Pt Exec Dire	\$23,336	\$25,563	2023
Christian Womens Job Corps Of Tyler Inc	TX	\$305,892	Executive Dir.	\$71,340	\$76,845	2024
Association Of Bookmobile &	IA	\$307,645	Executive Director	\$46,519	\$54,848	2024
Arborlea Study Center	TX	\$308,165	Treasurer	\$27,752	\$30,777	2023
Split This Rock Inc	DC	\$267,649	Director	\$64,281	\$62,537	2023
Missoula Writing Collaborative	MT	\$309,975	Prev Exec. Dir.	\$34,808	\$40,404	2024
Living Tongues Institute	OR	\$310,319	President	\$42,000	\$43,241	2023
Archaeology In The Community	DC	\$316,182	Executive Director	\$54,049	\$52,582	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Center For Khmer Studies Inc	DC	\$317,166	President & Ceo	\$50,000	\$48,643	2023
Roaring Fork Center For Community	CO	\$249,768	Executive Director	\$52,772	\$54,489	2024
Oregon Hope Chinese School	OR	\$329,095	President	\$73,140	\$75,300	2023
Zbigniew Herbert Polish Supplementary School Of Li Inc	NY	\$244,930	Principal/ceo	\$17,460	\$16,552	2025
The 1947 Partition Archive	CA	\$333,750	Executive Dir.	\$62,000	\$59,353	2023
Ether Sea Projects Inc Db a Litmus Press	NY	\$243,647	Executive Dir.	\$22,000	\$21,407	2024
Experience Excellence	TX	\$334,637	President	\$60,000	\$64,630	2024
Small Press Traffic Literary Arts Center	CA	\$240,398	Executive Dir.	\$78,000	\$70,658	2025
Northmont Fellowship Association	PA	\$238,368	President	\$13,000	\$13,960	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 43 organizations. Compensation range \$287–\$121,009; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$288,787); for reference, expenses \$319,687 and assets \$1,457,040.

ROLE MATCH Richard Clucas, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	98 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 (Richard Clucas) 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 43 similarly situated organizations (Same NTEE sector (A70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,000 is reasonable (approximately the 7th 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.