

# Clean Slate Utah

Executive Director / CEO

EIN 871471899

UT · NTEE I50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Destiny Garcia, Executive Director / CEO** (\$78,048) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32<sup>nd</sup>** percentile of comparable organizations within the typical range

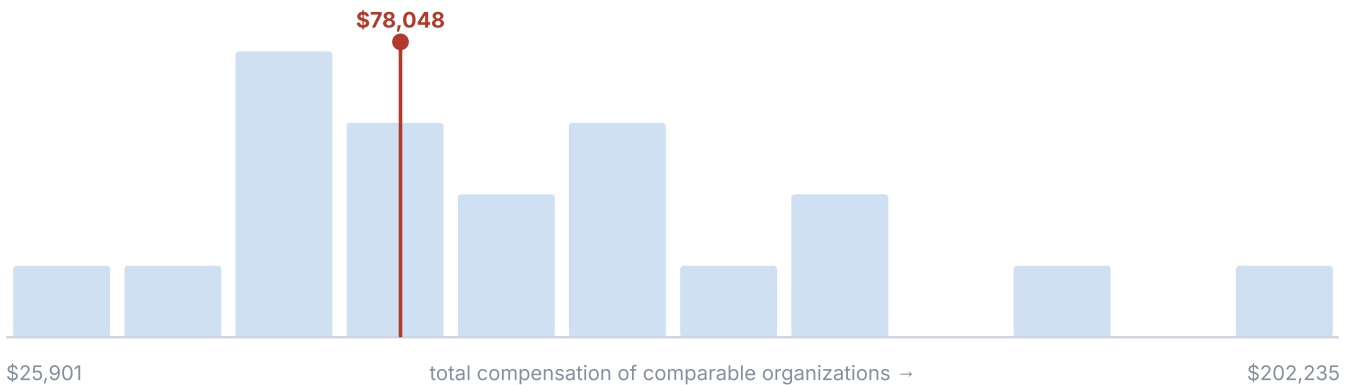
**Benchmarked executive:** Destiny Garcia — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I50).
BUDGET	Total revenue between \$331,199 and \$741,490 — 0.67x to 1.50x the subject's \$494,327 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I50), nationwide + budget 0.67–1.5x revenue.

**19** organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$56,794	\$65,323	\$88,826	\$114,053	\$147,884	\$78,048
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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 UT 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="#">The Spector Criminal Justice Training</a>	CT	\$486,702	Secretary	\$96,961	<b>\$88,826</b>	2023
<a href="#">Vermonters For Criminal Justice Reform</a>	VT	\$502,546	Key Employee	\$97,490	<b>\$93,125</b>	2024
<a href="#">Marion Winston Court Services</a>	AL	\$475,009	Director	\$112,544	<b>\$115,388</b>	2024
<a href="#">Athens-oconee Casa Incorporated</a>	GA	\$514,045	Executive Director	\$44,333	<b>\$42,304</b>	2024
<a href="#">Rutland County Court Diversion And Restorative Justice Center Inc</a>	VT	\$521,340	Executive Director	\$68,540	<b>\$63,784</b>	2025
<a href="#">The Fund For Modern Courts Inc</a>	NY	\$458,247	Executive Director	\$158,196	<b>\$135,664</b>	2024
<a href="#">Pennsylvanians For Modern Courts</a>	PA	\$455,446	President & Ceo	\$150,087	<b>\$142,043</b>	2024
<a href="#">Wisconsin Equal Justice Fund Inc</a>	WI	\$406,466	Executive Director	\$60,958	<b>\$60,417</b>	2024
<a href="#">Unshakeable</a>	NV	\$588,942	President	\$117,017	<b>\$111,316</b>	2024
<a href="#">Black And Missing Foundation</a>	MD	\$602,887	Co-founder & Ceo	\$88,500	<b>\$78,522</b>	2024
<a href="#">Children's Guardian Fund</a>	FL	\$613,554	Executive Di	\$88,000	<b>\$78,455</b>	2024
<a href="#">Northeastern Indiana Casa Inc</a>	IN	\$350,955	Executive Di	\$25,881	<b>\$25,901</b>	2024
<a href="#">Center For Justice And Human Dignity</a>	AZ	\$653,949	Executive Dir.	\$221,578	<b>\$202,235</b>	2024
<a href="#">Casa Of Johnson County Inc</a>	TX	\$664,047	Executive Director	\$68,958	<b>\$65,464</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Capital Representation</a>	VA	\$665,724	Executive Di	\$119,480	<b>\$112,717</b>	2023
<a href="#">National Police Accountability Project Inc</a>	KS	\$690,491	Executive Director	\$162,234	<b>\$171,247</b>	2023
<a href="#">Barre Community Justice Center Inc</a>	VT	\$717,189	Executive Director	\$85,404	<b>\$79,477</b>	2025
<a href="#">Citizens For Juvenile Justice Inc</a>	MA	\$720,925	Executive Director	\$119,845	<b>\$105,224</b>	2023
<a href="#">Orange County Family Justice</a>	CA	\$725,083	Executive Director	\$79,539	<b>\$65,181</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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	19 organizations. Compensation range \$25,901–\$202,235; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$494,327); for reference, expenses \$543,629 and assets \$450,111.
ROLE MATCH	Destiny Garcia, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
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	32 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	26 <sup>th</sup>
Reportable pay only (column D), adjusted	32 <sup>nd</sup>
All sources (D + E + F), adjusted	32 <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 (Destiny Garcia) 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 19 similarly situated organizations (Same NTEE sector (I50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,048 is reasonable (approximately the 32<sup>nd</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.