

Culper

Executive Director / CEO

EIN 923345962

VA · NTEE B90

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Butler Claire, Executive Director / CEO** (\$53,667) against **every comparable organization** that fit the selection criteria — **316** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

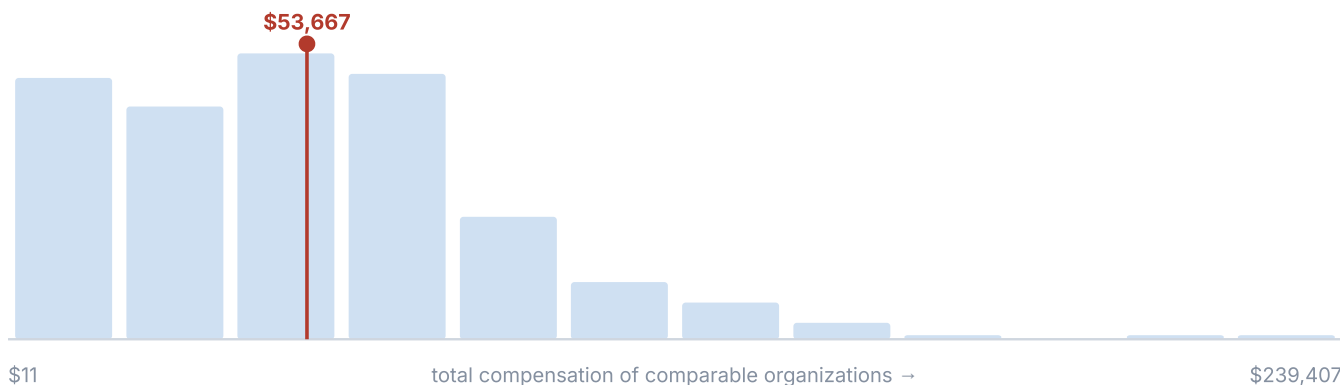
Benchmarked executive: Butler Claire — reported title "COO", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$138,858 and \$310,878 — 0.67x to 1.50x the subject's \$207,252 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

316 organizations qualified on sector, size, and geography → **316** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,745	\$23,220	\$49,865	\$74,534	\$98,937	\$53,667
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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 VA 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
Colorado Learning Connections	CO	\$207,456	Executive Director	\$63,359	\$61,300	2025
Bridge Christian Academy	CA	\$207,544	President	\$15,000	\$13,415	2024
Eagle Wings Motorcycle Association	AZ	\$206,938	Coo	\$48,000	\$47,810	2024
Communities In Schools Of Rome-floyd County Inc	GA	\$206,910	Executive Director	\$64,827	\$65,768	2025
Merivis Foundation Inc	TX	\$206,797	Executive Di	\$124,800	\$133,113	2023
Quality Champions For Life	OH	\$206,795	Executive Director	\$22,000	\$24,133	2024
North County Philanthropy Council	CA	\$208,005	Past Managing Director	\$52,739	\$47,165	2024
Doctors Of Academics Learning Academy	FL	\$208,034	Ceo & President	\$30,186	\$29,369	2024
Culture Restoration Project In	DE	\$208,117	Exec Director	\$76,800	\$75,875	2025
Nami Of Fairbanks Alaska Inc	AK	\$206,276	Executive Director	\$62,400	\$63,611	2023
Nicaphoto Inc	CT	\$205,786	President	\$26,000	\$25,248	2024
B Well Foundation Inc	IA	\$209,236	President	\$2,000	\$2,268	2024
Academy College Prep	CA	\$209,400	Technical Product Manager	\$129,180	\$118,940	2023
Amplify Arts	NE	\$205,050	Executive Co-director	\$67,688	\$77,627	2023
New Leaf Kitchen	OH	\$209,523	Founder Director	\$43,860	\$49,534	2023
Mali Rising Foundation	UT	\$210,011	Executive Director	\$73,730	\$78,154	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hampton Roads Chess Association	VA	\$204,156	Executive Director	\$40,598	\$40,598	2024
Gethsemane Ranch Inc	FL	\$204,030	Secretary	\$20,244	\$19,696	2024
Foundation For Innovation In Real Estate	IL	\$210,651	President	\$97,500	\$99,275	2024
Mla Educational Services Inc	GA	\$210,652	Chairman	\$32,250	\$33,584	2024
Acton Academy Seacoast	NH	\$210,910	Founder	\$12,308	\$12,118	2023
Melanated Midwives Nfp	IL	\$211,091	Founder	\$50,000	\$52,414	2023
Heroes' Alliance Inc	MI	\$211,199	Executive Director	\$100,622	\$110,742	2023
Project Imo Inc	CT	\$211,232	Executive Director	\$24,202	\$23,502	2024
Teacher Apprenticeship Network	NJ	\$203,250	Executive Director	\$13,847	\$12,804	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	316 organizations. Compensation range \$11–\$239,407; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$207,252); for reference, expenses \$151,353 and assets \$68,285.
ROLE MATCH	Butler Claire, reported title " <i>COO</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	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 4 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	53 rd
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	48 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 (Butler Claire) 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 316 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,667 is reasonable (approximately the 53rd 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.