

Rockwall Grace Center For Family &

Executive Director / CEO

EIN 463528080

TX · NTEE P40

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mary Walker, Executive Director / CEO** (\$100,000) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

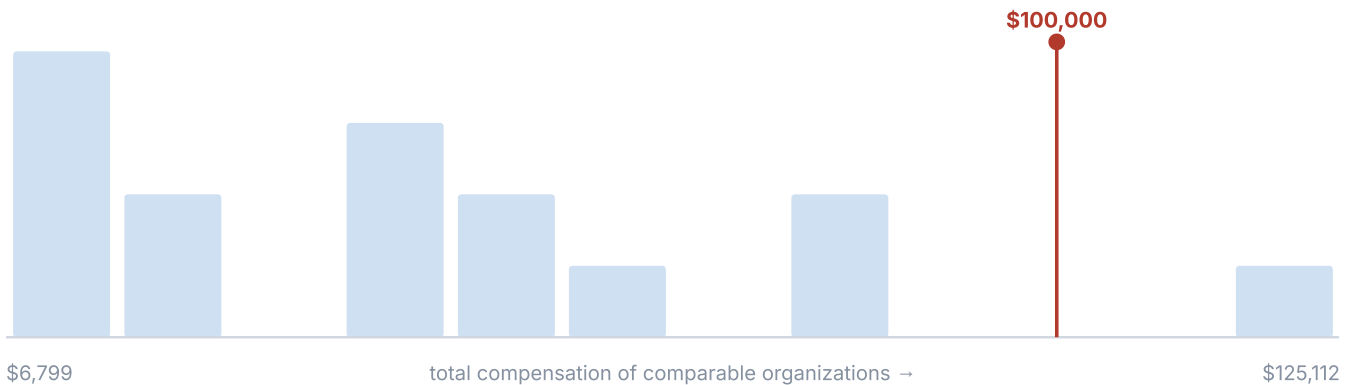
Benchmarked executive: Mary Walker — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

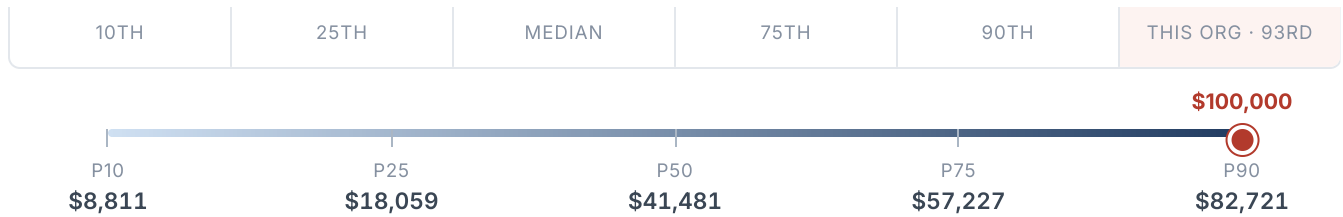
SECTOR	Organizations sharing the subject's NTEE classification (P40).
BUDGET	Total revenue between \$186,919 and \$418,477 — 0.67x to 1.50x the subject's \$278,985 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40) + TX + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,811	\$18,059	\$41,481	\$57,227	\$82,721	\$100,000
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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 TX 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
Texas Grandparents Raising Grandchildren Inc	TX	\$276,570	Executive Director	\$38,000	\$36,910	2024
Hope Spring Community	TX	\$274,799	Executive Di	\$7,000	\$6,799	2024
Beltway 8 South Crisis Pregnancy	TX	\$284,207	Executive Di	\$56,224	\$54,611	2024
The Forward Foundation	TX	\$290,161	President	\$128,807	\$125,112	2024
Two Lives Changed	TX	\$264,522	Executive Director	\$14,184	\$13,777	2024
Southern Sudan Mission Inc	TX	\$297,124	President	\$43,402	\$43,402	2023
Carsons Village	TX	\$309,758	Coo	\$61,610	\$59,842	2024
Healing Thine Hearts Ministries	TX	\$246,148	President	\$11,701	\$11,365	2024
In The City For Good	TX	\$316,769	President/ceo/director	\$52,000	\$50,508	2024
Tates Place	TX	\$318,493	President/ceo	\$23,000	\$22,340	2024
Leon County Domestic Violence Advocates Inc	TX	\$328,270	Program Director	\$80,775	\$80,775	2023
Center For Mighty Marriages And Families Inc	TX	\$216,120	President	\$86,500	\$84,018	2024
Texas Community Counseling	TX	\$347,313	Executive Director	\$7,318	\$7,108	2024
Pregnancy Help Center Of Williamson County	TX	\$206,654	Executive Director	\$41,481	\$41,481	2023
Created With Purpose Of West Texas	TX	\$371,110	Executive Di	\$24,000	\$24,000	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 15 organizations. Compensation range \$6,799–\$125,112; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$278,985); for reference, expenses \$263,317 and assets \$168,551.

ROLE MATCH Mary Walker, reported title "*EXECUTIVE DI*", 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	93 rd
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	93 rd

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 (Mary Walker) 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 15 similarly situated organizations (Same NTEE sector (P40) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,000 is reasonable (approximately the 93rd 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.