

Career Gear Houston

Executive Director / CEO

EIN 200383035

TX · NTEE B99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jamay Schardien, Executive Director / CEO** (\$20,050) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

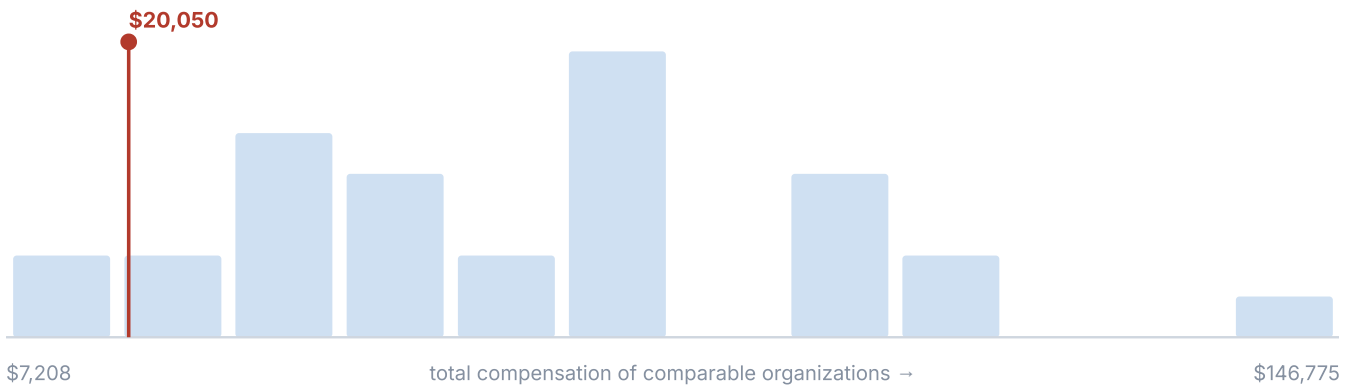
Benchmarked executive: Jamay Schardien — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

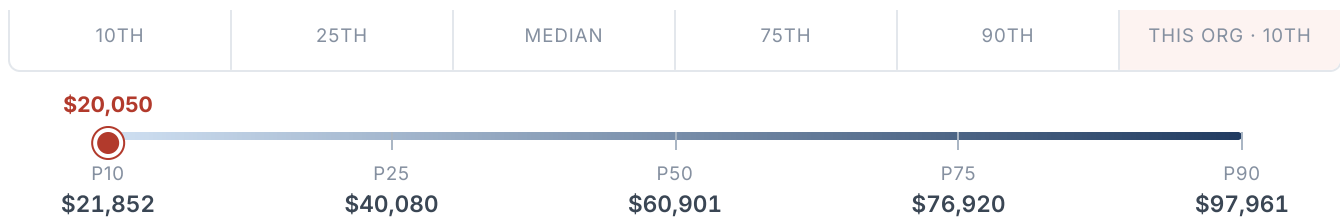
SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$161,443 and \$361,440 — 0.67x to 1.50x the subject's \$240,960 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99) + TX + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,852	\$40,080	\$60,901	\$76,920	\$97,961	\$20,050
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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 Youth Foundation	TX	\$236,240	Founder & President	\$52,768	\$51,254	2024
Byrne Institute	TX	\$249,283	Executive Director	\$70,000	\$70,000	2023
Youthlaunch Inc	TX	\$232,340	Executive Director	\$108,333	\$102,513	2025
Association Of Paroling Authorities	TX	\$251,327	Executive Director	\$19,900	\$19,900	2023
Cedar Hall Classical Academy	TX	\$253,308	President	\$7,617	\$7,208	2025
Swan Impact Network Inc	TX	\$262,320	Executive Director	\$23,000	\$22,340	2024
Corsicana Artist And Writer	TX	\$218,446	Executive Di	\$33,800	\$33,800	2023
Wholly Informed Sex Ed	TX	\$217,462	Executive Director	\$75,018	\$72,866	2024
Winners Inc	TX	\$271,992	President/director	\$100,000	\$97,131	2024
Millennium Research Inc	TX	\$207,758	President	\$16,474	\$16,001	2024
We Defend Truth	TX	\$276,840	Founder & Ceo	\$72,800	\$72,800	2023
Annunciation Austin	TX	\$205,036	Director Of Education	\$48,105	\$46,725	2024
All Saints' Episcopal School Of Fort	TX	\$282,677	Head Of School	\$33,050	\$32,102	2024
Private Schools Interscholastic Assn Inc	TX	\$285,532	Executive Director	\$75,000	\$72,848	2024
Mapping Your Future	TX	\$293,043	Director	\$101,280	\$101,280	2023
Red Salmon Arts	TX	\$293,557	Executive Dir.	\$62,700	\$60,901	2024
Capacity Catalyst	TX	\$298,161	Executive Director	\$40,625	\$40,625	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pegasus Media Project	TX	\$301,363	Co-founder Exec Dir	\$55,978	\$52,970	2025
Literacy Lubbock	TX	\$178,019	Executive Director	\$75,328	\$73,167	2024
Church Leadership Development	TX	\$175,460	President	\$76,920	\$76,920	2023
Explorium Denton Childrens Museum	TX	\$320,020	Executive Dir.	\$40,080	\$40,080	2023
Tarrant Literacy Coalition	TX	\$320,903	Executive Di	\$67,500	\$65,563	2024
Childrens' Disabilities Information	TX	\$325,779	President	\$45,000	\$45,000	2023
Southern Bible Institute & College	TX	\$333,859	President	\$93,643	\$93,643	2023
The Knitting Guild Association	TX	\$349,095	Pres & Exec Dir	\$39,933	\$38,787	2024

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 29 organizations. Compensation range \$7,208–\$146,775; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$240,960); for reference, expenses \$202,057 and assets \$174,243.

ROLE MATCH Jamay Schardien, reported title *"EXECUTIVE DIRECTOR"*, 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	10 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	14 th
All sources (D + E + F), adjusted	10 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 (Jamay Schardien) 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 29 similarly situated organizations (Same NTEE sector (B99) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,050 is reasonable (approximately the 10th 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.