

# Brookshire Brothers Charitable

Executive Director / CEO

EIN **261875447**  
 TX · NTEE T30  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Clay Oliver, Executive Director / CEO** (\$20,236) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

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

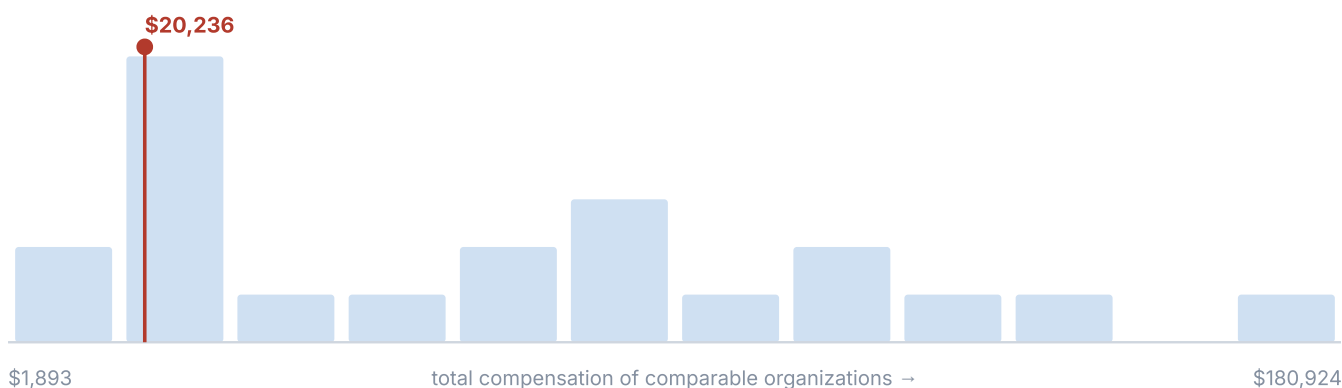
**Benchmarked executive:** Clay Oliver — reported title “TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (T30).
- BUDGET** Total revenue between \$279,982 and \$626,826 — 0.67x to 1.50x the subject's \$417,884 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (T30) + TX + budget 0.67–1.5x revenue.

**21** organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,884	\$25,959	\$68,001	\$100,009	\$123,678	\$20,236
----------	----------	----------	-----------	-----------	----------



## ■ 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
<a href="#">Houston Marathon Foundation</a>	TX	\$417,366	Executive Director	\$22,070	<b>\$20,884</b>	2025
<a href="#">Farmers Electric Charitable Foundation</a>	TX	\$419,884	Executive Director	\$180,924	<b>\$180,924</b>	2023
<a href="#">Vandergrift Lacrosse Booster</a>	TX	\$409,148	Program Director	\$30,000	<b>\$28,388</b>	2025
<a href="#">Houston Food Bank Endowment Inc</a>	TX	\$404,475	President & Ceo	\$76,743	<b>\$76,743</b>	2023
<a href="#">Grapevine-colleyville Isd</a>	TX	\$442,825	Executive Dir.	\$82,500	<b>\$80,133</b>	2024
<a href="#">Rescue Her Inc</a>	TX	\$457,182	Executive Director	\$45,000	<b>\$43,709</b>	2024
<a href="#">Family Promise Of Clear Creek</a>	TX	\$375,801	Executive Dir.	\$82,364	<b>\$80,001</b>	2024
<a href="#">Impact Austin Foundation</a>	TX	\$465,504	Executive Director	\$140,207	<b>\$136,184</b>	2024
<a href="#">Foundation For Community Empowerment</a>	TX	\$360,485	Treasurer	\$31,000	<b>\$30,111</b>	2024
<a href="#">Cancer Services Network Inc</a>	TX	\$487,171	Executive Director	\$70,010	<b>\$68,001</b>	2024
<a href="#">Pregnancy Help Center Of Galveston Inc</a>	TX	\$491,348	Executive Director	\$71,966	<b>\$69,901</b>	2024
<a href="#">Great Southwest Equestrian Foundation</a>	TX	\$328,505	Treasurer/director	\$23,832	<b>\$23,148</b>	2024
<a href="#">The Dee Howard Foundation</a>	TX	\$521,297	Executive Director	\$108,894	<b>\$108,894</b>	2023
<a href="#">Mansfield Isd Education Foundation</a>	TX	\$530,474	Executive Di	\$100,009	<b>\$100,009</b>	2023
<a href="#">Big Brothers Big Sisters Lone Star</a>	TX	\$545,495	Ceo	\$3,888	<b>\$3,776</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">B O N A Foundation Inc</a>	TX	\$557,126	President	\$1,949	<b>\$1,893</b>	2024
<a href="#">Otis And Rosie Brown Foundation</a>	TX	\$559,612	Executive Dir.	\$24,000	<b>\$23,311</b>	2024
<a href="#">The Wine &amp; Food Foundation Of Texas</a>	TX	\$567,369	Executive Director	\$127,331	<b>\$123,678</b>	2024
<a href="#">Nami Greater Houston</a>	TX	\$583,229	Chief Executive Officer	\$110,000	<b>\$106,844</b>	2024
<a href="#">Lyc Concours Corporation</a>	TX	\$592,309	Concours Cha	\$55,000	<b>\$53,422</b>	2024
<a href="#">Hope Hospice Foundation</a>	TX	\$623,713	Executive Di	\$26,726	<b>\$25,959</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	21 organizations. Compensation range \$1,893–\$180,924; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$417,884); for reference, expenses \$144,227 and assets \$1,804,256. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Clay Oliver, reported title " <i>TREASURER</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	10 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	100 <sup>th</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 (Clay Oliver) 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 21 similarly situated organizations (Same NTEE sector (T30) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,236 is reasonable (approximately the 10<sup>th</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.