

Texas Special Children's Projects

Executive Director / CEO

EIN 264472302

TX · NTEE P52

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **David Hanshaw, Executive Director / CEO** (\$43,420) against the **2000** closest of **2,441** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

Benchmarked executive: David Hanshaw — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P52).

BUDGET Total revenue between \$136,830 and \$306,336 — 0.67x to 1.50x the subject's \$204,224 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

2,441 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$10,241	\$23,449	\$41,294	\$61,725	\$80,157	\$43,420
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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
Friends Of The Palapa Society Of Todos Santos Inc	CA	\$204,222	Secretary	\$7,050	\$5,911	2024
Hitha Healing House Inc	MI	\$204,220	President	\$5,102	\$4,982	2025
Well Of Grace Ministries Inc	MI	\$204,250	Executive Director	\$21,165	\$21,213	2024
Uptown Association Inc	MN	\$204,192	Executive Dir.	\$70,000	\$67,163	2024
Good Samaritan Counseling Inc	GA	\$204,278	President & Counselor	\$81,753	\$79,819	2024
Forever Families Through Adoption	NY	\$204,283	Exec Directo	\$93,505	\$84,467	2023
Yanam2m	CO	\$204,439	Ceo	\$54,680	\$52,415	2023
Pasadena Supportive Housing	MN	\$204,006	President/tr	\$68,006	\$63,567	2025
Love Not Lost Inc	GA	\$203,992	Executive Director	\$45,000	\$45,233	2023
Journey For Life	NC	\$203,981	President	\$122,650	\$123,056	2024
Refuge Host Homes	OH	\$204,493	Executive Director	\$21,600	\$22,214	2024
To Whom It May Concern	OH	\$203,951	Secretarydirector Prison Reentry	\$47,840	\$49,200	2024
Youth And Family Advocacy Services	SC	\$204,508	Case Manager	\$38,862	\$39,367	2024
Valverde Inc	CA	\$204,608	President/ceo	\$4,050	\$3,496	2023
Artist Mentorship Program	OR	\$203,809	Executive Director	\$87,850	\$81,557	2023
Every Warrior Network	LA	\$203,801	Chair	\$34,588	\$38,074	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Night Off The Streets Inc	NV	\$204,652	President	\$60,000	\$56,893	2025
Unique Care Practical Solutions Inc	AR	\$203,792	Director	\$75,619	\$84,973	2023
Casa Del Valle Inc	CO	\$204,734	Executive Director	\$7,500	\$6,803	2025
Thunderzoll Inc	KS	\$204,757	Chairman	\$15,500	\$16,740	2023
Little Hands A Parent Child Center	CA	\$203,667	Executive Dir.	\$69,413	\$59,920	2023
Unbridled Change	VA	\$203,658	Exec Dir/pre	\$40,000	\$38,610	2023
Creative Citizen Studios	PA	\$204,801	Executive Di	\$33,889	\$31,969	2025
88 Bikes	WA	\$203,613	Exec Directo	\$16,239	\$13,754	2025
Community Action Social Services & Education Inc	TX	\$203,584	Executive Director	\$49,390	\$47,973	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	2000 organizations. Compensation range \$166–\$371,602; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$204,224); for reference, expenses \$213,419 and assets \$24,379.
ROLE MATCH	David Hanshaw, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	211 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 36 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	52 nd
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	45 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 (David Hanshaw) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,420 is reasonable (approximately the 52nd 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.