

# Girls Embracing Mothers Inc

Executive Director / CEO

EIN 271363774

TX · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brittany K Barnett, Executive Director / CEO** (\$89,160) 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 **62<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Brittany K Barnett — reported title “Chair and President”, 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 (O50).

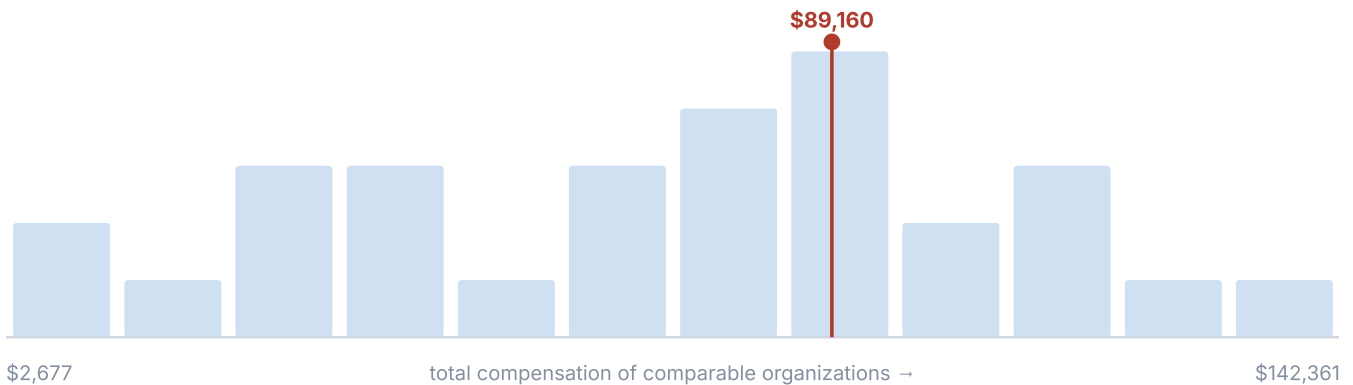
**BUDGET** Total revenue between \$310,545 and \$695,250 — 0.67x to 1.50x the subject's \$463,500 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (O50) + 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



\$28,649	\$48,000	\$77,032	\$92,000	\$109,698	\$89,160
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 62ND
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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
<a href="#">Teen Lifeline Inc</a>	TX	\$470,297	Officer	\$108,087	<b>\$111,280</b>	2023
<a href="#">Education Francaise Greater Houston</a>	TX	\$475,249	Executive Director	\$65,500	<b>\$63,812</b>	2025
<a href="#">Excellent Teen Choice Inc</a>	TX	\$506,855	Executive Director	\$91,000	<b>\$91,000</b>	2024
<a href="#">Texas Tranquility Estates</a>	TX	\$417,506	President	\$30,750	<b>\$31,658</b>	2023
<a href="#">Challenge Air For Kids And Friends Inc</a>	TX	\$518,864	Ceo	\$109,303	<b>\$109,303</b>	2024
<a href="#">Empower 7 Inc</a>	TX	\$408,060	Presidentfounder	\$36,000	<b>\$36,000</b>	2024
<a href="#">Outloud Dallas</a>	TX	\$522,692	Co-executive Director	\$88,333	<b>\$90,942</b>	2023
<a href="#">Men &amp; Ladies Of Honor</a>	TX	\$528,210	Executive Director	\$69,684	<b>\$69,684</b>	2024
<a href="#">Operation Progress Fort Worth</a>	TX	\$537,122	Executive Director	\$91,997	<b>\$91,997</b>	2024
<a href="#">Real Leadership Obedience Victory And Excellence</a>	TX	\$388,000	Direc	\$71,875	<b>\$77,032</b>	2022
<a href="#">Ignite Mindshift Impact Inc</a>	TX	\$544,073	Executive Director, Secretary	\$142,361	<b>\$142,361</b>	2024
<a href="#">Southlake Carroll Lacrosse Assoc</a>	TX	\$381,177	Varsity Coach & Program Di	\$116,240	<b>\$119,673</b>	2023
<a href="#">Christys Safe Haven</a>	TX	\$379,467	President	\$85,200	<b>\$85,200</b>	2024
<a href="#">Standard Of Athletics Association Inc</a>	TX	\$372,444	Executive Dir.	\$2,600	<b>\$2,677</b>	2023
<a href="#">Girls On The Run Of Bexar County</a>	TX	\$555,990	Executive Director	\$80,750	<b>\$78,669</b>	2025
<a href="#">We Can Now Inc</a>	TX	\$369,456	President	\$73,059	<b>\$75,217</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Iconoclast Artists</a>	TX	\$363,414	Executive Director	\$60,000	<b>\$61,772</b>	2023
<a href="#">Bridge Lacrosse Dallas Inc</a>	TX	\$578,003	Executive Director	\$78,400	<b>\$78,400</b>	2024
<a href="#">Rsa Of Dance And Performing Arts</a>	TX	\$347,192	Executive Director	\$48,000	<b>\$48,000</b>	2024
<a href="#">Breitling Performing Arts</a>	TX	\$344,458	Board Director, Driver, Set Builder	\$48,500	<b>\$48,500</b>	2024
<a href="#">Creative Kids Inc</a>	TX	\$597,886	Executive Director	\$102,417	<b>\$102,417</b>	2024
<a href="#">I Have A Dream Foundation - Dallas</a>	TX	\$311,430	Member	\$44,844	<b>\$44,844</b>	2024
<a href="#">Students Of Service Inc</a>	TX	\$629,247	Executive Dir.	\$98,269	<b>\$98,269</b>	2024
<a href="#">Youth Voice Inc</a>	TX	\$630,542	Executive Director	\$92,000	<b>\$92,000</b>	2024
<a href="#">Between The Pages</a>	TX	\$630,559	Executive Director	\$30,577	<b>\$30,577</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 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 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** 29 organizations. Compensation range \$2,677–\$142,361; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$463,500); for reference, expenses \$716,818 and assets \$34,121. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Brittany K Barnett, reported title "*Chair and President*", 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 1 peer 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	62 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	66 <sup>th</sup>
Reportable pay only (column D), adjusted	66 <sup>th</sup>
All sources (D + E + F), adjusted	62 <sup>nd</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 (Brittany K Barnett) 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 (O50) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,160 is reasonable (approximately the 62<sup>nd</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.