

# State Of Texas Kidney Foundation

Executive Director / CEO

EIN 274237653

TX · NTEE E86

FY ending 2022-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tiffany Jones-smith, Executive Director / CEO** (\$61,402) against **every comparable organization** that fit the selection criteria — **54** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74<sup>th</sup>** percentile of comparable organizations within the typical range

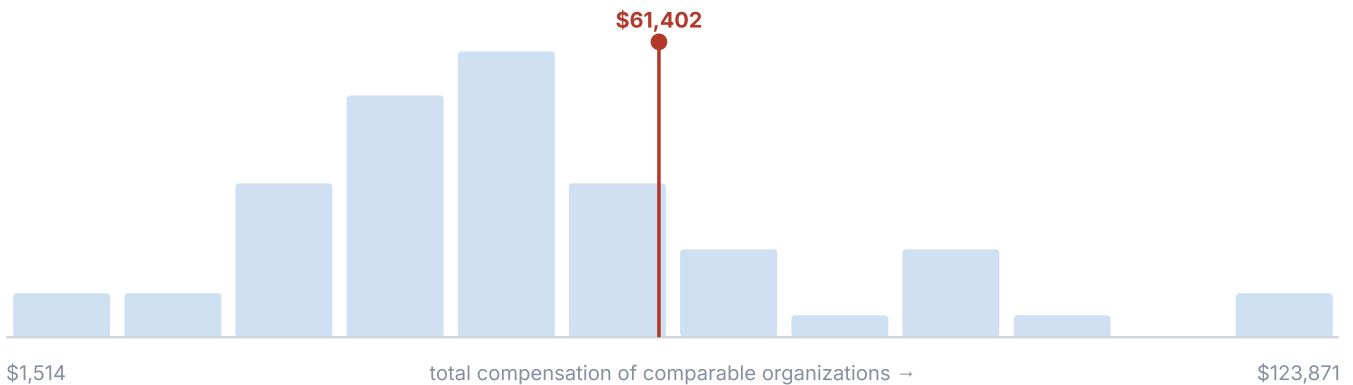
**Benchmarked executive:** Tiffany Jones-smith — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

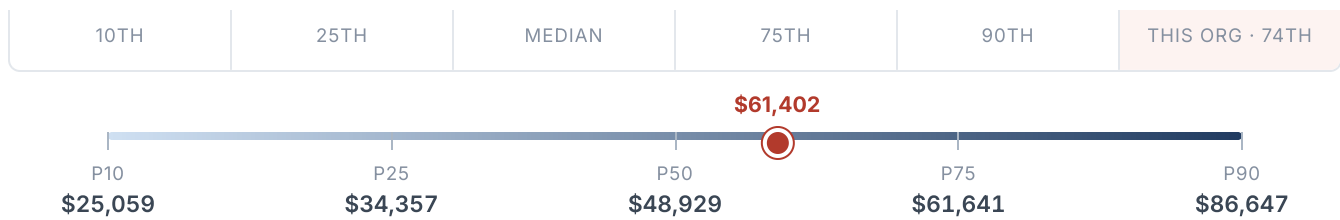
SECTOR	Organizations sharing the subject's NTEE classification (E86).
BUDGET	Total revenue between \$158,912 and \$355,774 — 0.67x to 1.50x the subject's \$237,183 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E86), nationwide + budget 0.67–1.5x revenue.

**54** organizations qualified on sector, size, and geography → **54** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$25,059	\$34,357	\$48,929	\$61,641	\$86,647	\$61,402
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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="#">Unverferth House Inc</a>	OH	\$230,398	Executive Director	\$59,986	<b>\$59,262</b>	2024
<a href="#">Cocktails &amp; Caregivers Foundation Inc</a>	IN	\$245,064	President/founder	\$1,495	<b>\$1,514</b>	2023
<a href="#">Strong Like Ak</a>	NC	\$229,278	Executive Director	\$46,410	<b>\$44,730</b>	2024
<a href="#">Angel Fund</a>	MN	\$246,041	President	\$17,500	<b>\$16,606</b>	2023
<a href="#">Equinoterapia Puerto Rico Inc</a>	PR	\$227,505	Executive Director	\$37,225	<b>\$34,733</b>	2024
<a href="#">The Caring Community Foundation Inc</a>	NC	\$248,863	Executive Director	\$97,500	<b>\$93,970</b>	2024
<a href="#">Pink Ribbon Riders</a>	MI	\$225,101	Executive Di	\$78,520	<b>\$73,648</b>	2025
<a href="#">Courageous Kidz Inc</a>	SC	\$249,512	Executive Director	\$33,212	<b>\$33,273</b>	2023
<a href="#">Coalition For Usher Syndrome Research</a>	MA	\$250,204	Executive Director	\$72,497	<b>\$62,562</b>	2023
<a href="#">The Superhero Project</a>	OH	\$222,566	Staff Representative	\$50,000	<b>\$50,856</b>	2023
<a href="#">Sweet Dreams Foundation</a>	CA	\$252,708	Founder	\$50,000	<b>\$40,272</b>	2024
<a href="#">Spreading Sunshine Inc</a>	TN	\$220,901	Executive Di	\$50,400	<b>\$50,875</b>	2023
<a href="#">Healing Heart Project</a>	FL	\$220,794	Executive Director	\$45,000	<b>\$40,597</b>	2023
<a href="#">Little Smiles (Pa) Inc</a>	PA	\$217,077	Exec. Director & Co-founder	\$45,600	<b>\$42,416</b>	2024
<a href="#">Rx Compassion Inc</a>	NY	\$257,553	Executive Director	\$101,562	<b>\$88,132</b>	2023
<a href="#">Live-evermore Inc</a>	DC	\$257,816	Executive Director	\$60,000	<b>\$49,111</b>	2024
<a href="#">Apache Creek Deaf And Youth Ranch</a>	NM	\$215,514	President	\$28,688	<b>\$29,631</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Rusfond Usa Inc</a>	NY	\$215,374	Pres/treas/dir	\$134,996	<b>\$117,145</b>	2023
<a href="#">Jacobs House Inc</a>	CA	\$215,293	Executive Dir.	\$65,000	<b>\$52,354</b>	2024
<a href="#">Dan's House Of Hope Inc</a>	TX	\$212,670	President	\$11,000	<b>\$10,264</b>	2024
<a href="#">Yamhill Valley Community Douglas Inc</a>	OR	\$212,123	President	\$40,286	<b>\$35,927</b>	2023
<a href="#">With Courage</a>	OR	\$262,558	Executive Dir.	\$66,500	<b>\$56,119</b>	2025
<a href="#">Fountain Of Kindness Inc</a>	NY	\$209,435	President	\$60,000	<b>\$50,572</b>	2024
<a href="#">Camp Millennium</a>	OR	\$207,339	Camp Director	\$61,379	<b>\$53,168</b>	2024
<a href="#">South Texas Juvenile Diabetes</a>	TX	\$267,888	Executive Dir.	\$24,961	<b>\$23,978</b>	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 2022 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	54 organizations. Compensation range \$1,514–\$123,871; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$237,183); for reference, expenses \$526,734 and assets \$46,972. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Tiffany Jones-smith, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	2 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	74 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	69 <sup>th</sup>
Reportable pay only (column D), adjusted	76 <sup>th</sup>
All sources (D + E + F), adjusted	74 <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 (Tiffany Jones-smith) 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 54 similarly situated organizations (Same NTEE sector (E86), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,402 is reasonable (approximately the 74<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.