

Legacy Outfitters

Executive Director / CEO

EIN 412058752
 TX · NTEE X20
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Jeff Fritscher, Executive Director / CEO** (\$68,000) against **every comparable organization** that fit the selection criteria — **131** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

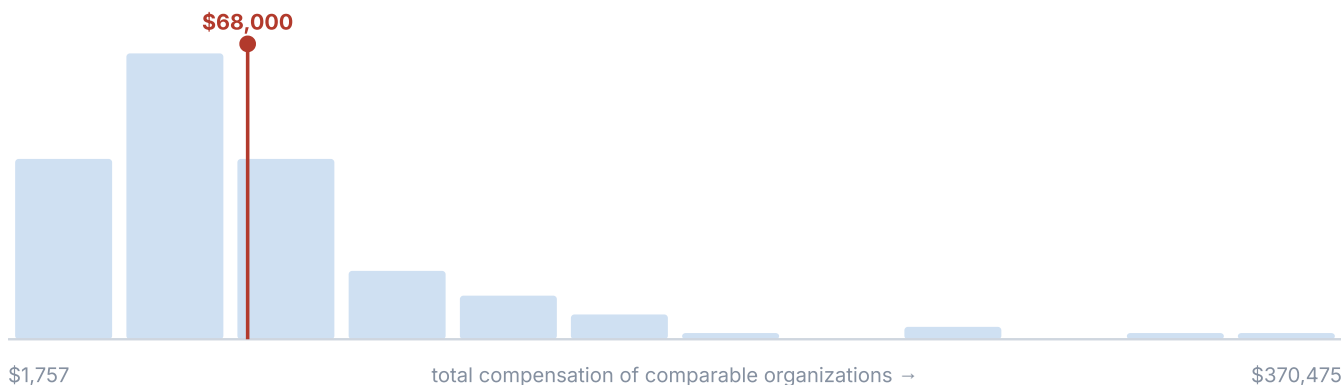
Benchmarked executive: Jeff Fritscher — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

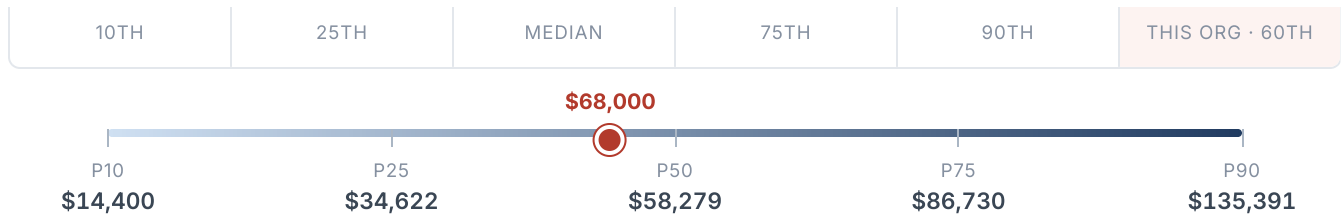
SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$263,254 and \$589,375 — 0.67x to 1.50x the subject's \$392,917 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + TX + budget 0.67–1.5x revenue.

131 organizations qualified on sector, size, and geography → **131** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,400	\$34,622	\$58,279	\$86,730	\$135,391	\$68,000
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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
Kingdom Come Ministries Inc	TX	\$392,507	Co-executive Director	\$68,360	\$66,399	2024
Kidstand Ministries Inc	TX	\$394,160	President	\$47,035	\$47,035	2023
Grow Gospel Initiatives	TX	\$390,281	President And Missionary	\$36,540	\$35,492	2024
Servant House Education Ministries And	TX	\$389,411	President	\$11,372	\$11,046	2024
Andres Bissonni Ministries Inc	TX	\$398,081	President	\$80,400	\$78,093	2024
For Her	TX	\$400,509	Ceo	\$83,634	\$81,235	2024
Pearl Haven Ministries Inc	TX	\$383,369	President	\$31,600	\$30,693	2024
Christ Healing Center Ministries	TX	\$404,552	Executive Director	\$39,583	\$38,447	2024
Emerging Grace Ministries Inc	TX	\$380,424	Founder And Executive Directo	\$25,179	\$25,179	2023
New Creation Training Center Inc	TX	\$405,837	President	\$63,245	\$61,431	2024
The Roots Network	TX	\$376,969	Pastor	\$118,696	\$115,291	2024
Ucb International Ministries	TX	\$408,930	Director	\$45,757	\$44,444	2024
Leslie James DbA Alter Ministries Inc	TX	\$376,098	President	\$27,226	\$26,445	2024
Hope For The Harvest Inc	TX	\$375,152	Executive Director	\$77,131	\$74,918	2024
Debra George Ministries	TX	\$374,197	President	\$77,710	\$77,710	2023
Prayers Of The People	TX	\$373,703	President	\$75,120	\$75,120	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wilderness Trek Christian Camp Inc	TX	\$372,449	Exec Dir →0	\$110,032	\$110,032	2023
Women On The Rock Inc	TX	\$371,578	Executive Di	\$45,000	\$43,709	2024
Tapestry Counseling Of East Texas Inc	TX	\$371,445	Clinic Director	\$17,100	\$16,609	2024
Harvest Family Life Ministries	TX	\$415,540	Ceo	\$125,000	\$125,000	2023
Reino Capital	TX	\$369,607	Executive Director	\$106,090	\$103,046	2024
Time For Christ Inc	TX	\$367,676	Director/jail Ministries Chaplain	\$54,000	\$51,099	2025
Nueva Vida Iglesia Baustista Independiente Fundamental	TX	\$366,740	Minister/pastor	\$94,500	\$98,374	2022
Charlie Bing Gracelife Ministries	TX	\$366,136	President	\$167,112	\$162,318	2024
Undivided Heart Inc	TX	\$364,671	Director	\$57,615	\$55,962	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	131 organizations. Compensation range \$1,757–\$370,475; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$392,917); for reference, expenses \$252,385 and assets \$442,364.
ROLE MATCH	Jeff Fritscher, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	60 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	59 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 (Jeff Fritscher) 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 131 similarly situated organizations (Same NTEE sector (X20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,000 is reasonable (approximately the 60th 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.