

Rexanna's Foundation

Executive Director / CEO

EIN 412237228

TX · NTEE B82

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Spain, Executive Director / CEO** (\$15,000) 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 **14th** percentile of comparable organizations below the typical range for comparable organizations

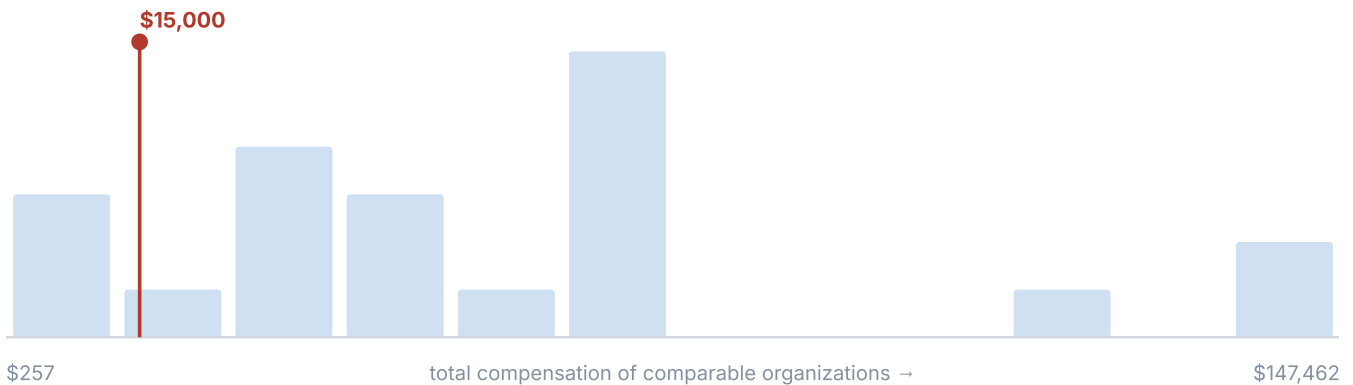
Benchmarked executive: Lisa Spain — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$276,524 and \$619,084 — 0.67x to 1.50x the subject's \$412,723 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82) + 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



\$9,890	\$29,342	\$46,000	\$68,012	\$116,473	\$15,000
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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
Star Sponsorship Program Inc	TX	\$405,073	Executive Director	\$58,386	\$58,386	2024
Mid-south Synergy Charitable Foundation	TX	\$401,935	President	\$147,462	\$147,462	2024
Temple Education Foundation Inc	TX	\$393,152	Exec Director/development	\$33,805	\$33,805	2024
Cowboy Artists Of America Joe Beeler Foundation	TX	\$438,461	President	\$250	\$257	2023
Sanger Education Foundation Inc	TX	\$370,741	Executive Dir.	\$46,000	\$46,000	2024
Wex Foundation	TX	\$455,757	Executive Directorsecretary	\$24,000	\$24,000	2024
Ndoto	TX	\$461,884	Executive Director	\$69,290	\$69,290	2024
Tracy Andrus Foundation	TX	\$359,271	President & Ceo	\$67,500	\$69,494	2023
Fort Bend Forward Inc	TX	\$357,207	President And Ceo	\$9,606	\$9,890	2023
Texas Tennis Coaches Association	TX	\$354,243	Executive Director Exec Committee	\$45,000	\$45,000	2024
Educational Foundation Of The Southeast Texas	TX	\$474,724	Executive Director	\$137,774	\$141,843	2023
Education For Tomorrow Alliance	TX	\$346,227	President	\$116,473	\$116,473	2024
Roever Foundation Inc	TX	\$342,987	President/di	\$60,120	\$61,896	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bright Choice Foundation	TX	\$492,742	Ceo	\$62,083	\$63,917	2023
Rey Feo Scholarship Foundation	TX	\$311,155	Executive Director	\$43,680	\$44,970	2023
Texas Retired Teachers Foundation	TX	\$520,110	State Coordi	\$68,012	\$68,012	2024
National Cyber Scholarship Foundation	TX	\$524,605	President	\$25,000	\$25,738	2023
Mason Isd Scholarship Foundation	TX	\$300,662	Director	\$2,320	\$2,320	2024
The Hannon Cup Association	TX	\$286,071	Executive Director	\$28,500	\$29,342	2023
International Student Foundation Inc	TX	\$585,769	Exec Director	\$65,000	\$65,000	2024
Uprooted Way	TX	\$615,856	Founder & Executive Director	\$37,009	\$37,009	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.

Sample, role match & sensitivity

PEER COUNT 21 organizations. Compensation range \$257–\$147,462; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$412,723); for reference, expenses \$346,125 and assets \$324,068.

ROLE MATCH Lisa Spain, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	14 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	10 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 (Lisa Spain) 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 (B82) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,000 is reasonable (approximately the 14th 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.