

# Target Evolution Incorporated

Executive Director / CEO

EIN 451555898  
 TX · NTEE P80  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Crystal Victoria Lott, Executive Director / CEO** (\$72,420) against **every comparable organization** that fit the selection criteria — 25 in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40<sup>th</sup>** percentile of comparable organizations within the typical range

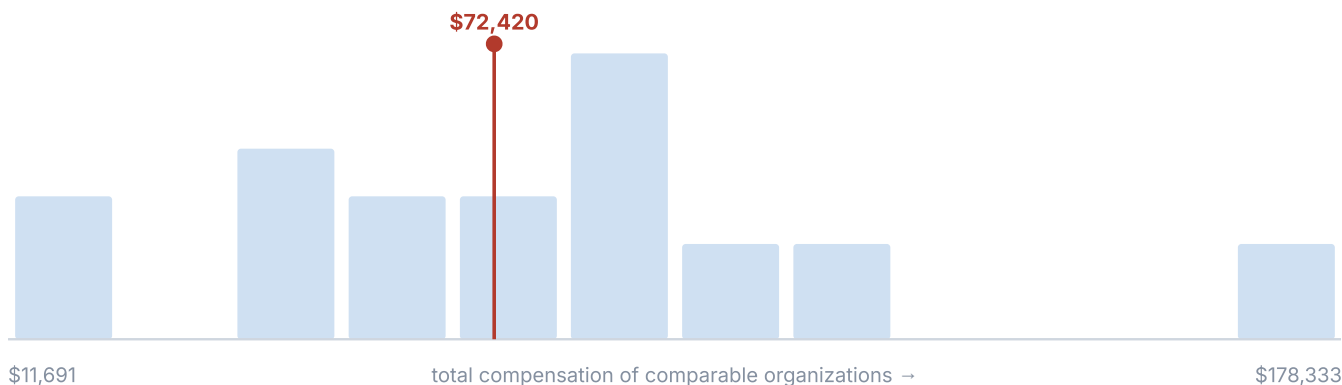
**Benchmarked executive:** Crystal Victoria Lott — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

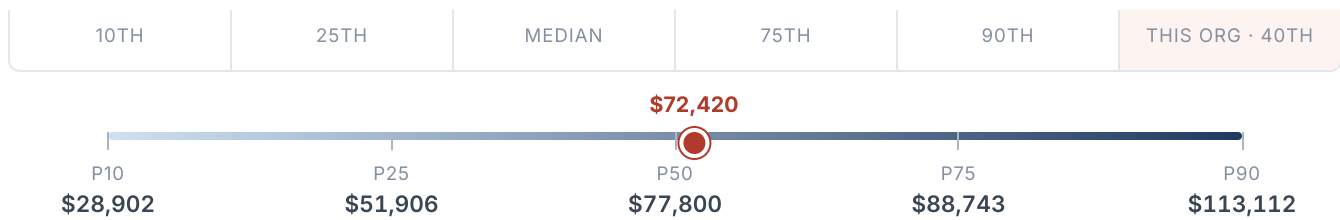
SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$239,912 and \$537,118 — 0.67x to 1.50x the subject's \$358,079 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80) + TX + budget 0.67–1.5x revenue.

**25** organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$28,902	\$51,906	\$72,420	\$88,743	\$113,112	\$178,333
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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="#">Art Spark Texas</a>	TX	\$358,886	Executive Director	\$62,868	<b>\$62,868</b>	2024
<a href="#">Soleana Stables</a>	TX	\$354,040	Executive Director	\$85,000	<b>\$85,000</b>	2024
<a href="#">The Saddle Light Center</a>	TX	\$369,556	President	\$47,794	<b>\$47,794</b>	2024
<a href="#">Young Audiences Of Northeast Texas Inc</a>	TX	\$340,792	Executive Dir.	\$50,417	<b>\$51,906</b>	2023
<a href="#">Volunteer Interfaith Caregivers Sw</a>	TX	\$311,191	Executive Director	\$77,800	<b>\$77,800</b>	2024
<a href="#">Unlimited Potential Inc</a>	TX	\$304,008	Executive Director	\$75,600	<b>\$75,600</b>	2024
<a href="#">Refuge City</a>	TX	\$416,586	Ceo, Board M	\$113,750	<b>\$113,750</b>	2024
<a href="#">Dallas Hearing Foundation Inc</a>	TX	\$424,486	Development Director	\$105,600	<b>\$105,600</b>	2024
<a href="#">Association For Texas Advocates Inc</a>	TX	\$285,334	Executive Director	\$63,333	<b>\$63,333</b>	2024
<a href="#">Raise Texas</a>	TX	\$434,313	Executive Director	\$173,217	<b>\$178,333</b>	2023
<a href="#">Homeless Veterans Services Of Dallas Inc</a>	TX	\$281,631	President	\$17,000	<b>\$17,502</b>	2023
<a href="#">Prosumers International</a>	TX	\$280,057	Executive Director	\$51,000	<b>\$51,000</b>	2024
<a href="#">Tvec Charitable Foundation Inc</a>	TX	\$450,758	Executive Director	\$175,014	<b>\$175,014</b>	2024
<a href="#">Houston Aphasia Recovery Center</a>	TX	\$453,030	Executive Director	\$112,154	<b>\$112,154</b>	2024
<a href="#">Rccc Inc</a>	TX	\$455,450	Executive Di	\$96,709	<b>\$96,709</b>	2024
<a href="#">Bridges Training Foundation</a>	TX	\$258,583	President	\$52,000	<b>\$53,536</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Family Promise Of Greater New Braunfels</a>	TX	\$254,832	Executive Director	\$12,000	<b>\$11,691</b>	2025
<a href="#">The Alexander House Apostolate</a>	TX	\$468,758	President And Ceo	\$88,743	<b>\$88,743</b>	2024
<a href="#">Rock Haus Foundation</a>	TX	\$246,930	Admin Director	\$44,683	<b>\$46,003</b>	2023
<a href="#">Austin Pregnancy Resource Center</a>	TX	\$244,589	Ceo	\$84,000	<b>\$86,481</b>	2023
<a href="#">The Pangea Network</a>	TX	\$513,658	Executive Director	\$77,400	<b>\$77,400</b>	2024
<a href="#">Slew Inc--support Lending For</a>	TX	\$520,146	Executive Di	\$83,700	<b>\$83,700</b>	2024
<a href="#">Hopes Path</a>	TX	\$531,064	Executive Director	\$85,000	<b>\$85,000</b>	2024
<a href="#">Healing With Horses Ranch</a>	TX	\$534,332	Executive Director	\$17,400	<b>\$17,400</b>	2024
<a href="#">Able Center For Independent Living</a>	TX	\$534,477	Exec Director	\$86,583	<b>\$86,583</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	25 organizations. Compensation range \$11,691–\$178,333; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$358,079); for reference, expenses \$286,374 and assets \$81,214.
ROLE MATCH	Crystal Victoria Lott, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	40 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	40 <sup>th</sup>
Reportable pay only (column D), adjusted	48 <sup>th</sup>
All sources (D + E + F), adjusted	40 <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 (Crystal Victoria Lott) 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 25 similarly situated organizations (Same NTEE sector (P80) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,420 is reasonable (approximately the 40<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.