

Usvets - Texas

Executive Director / CEO

EIN 455126753
 CA · NTEE P11
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Stephen Peck, Executive Director / CEO** (\$18,095) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Stephen Peck — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P11).
BUDGET	Total revenue between \$0 and \$0 — 0.00x to 0.00x the subject's \$0 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

70 organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,164	\$20,185	\$36,013	\$51,763	\$73,678	\$18,095
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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 CA 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
Anchor Therapy Clinic	CA	\$0	Ceo	\$100,000	\$97,131	2024
Sunrise Community Of Maryland Inc	FL	\$0	President	\$29,126	\$30,777	2024
Abh New Jersey Inc	PA	\$0	President	\$8,990	\$10,084	2024
Veterans Partnering With Communities Inc	CA	\$0	President & Ceo	\$4,800	\$4,662	2024
Abh California Inc	PA	\$0	President	\$21,428	\$24,036	2024
Helpers Of Holland Home	MI	\$0	Chief Strategy Officer	\$31,282	\$36,320	2024
Senior Services Support Corp	NC	\$0	President An	\$36,301	\$42,192	2024
Abh Pennsylvania Adult Services Inc	PA	\$0	President	\$21,815	\$24,471	2024
Organization Of Hispanics Lati	MD	\$0	Fernandez	\$70,291	\$73,920	2024
Wee Care Daycare Ministries Inc	IN	\$0	President	\$45,880	\$54,424	2024
Center For Transforming Lives Real	TX	\$0	Ceo	\$25,402	\$28,582	2024
Kindness Coupons	CA	\$0	Ceo	\$54,900	\$51,950	2025
Seagull Industries For The Disabled Inc	FL	\$0	Former Ceo	\$9,345	\$9,875	2024
Congregational Homes Inc	PA	\$0	Executive Director	\$18,250	\$20,471	2024
Childrens Garden Early Learning Center Inc	CO	\$0	Executive Director (Outgoing)	\$15,947	\$17,200	2024
Boys Town California Inc	NE	\$0	Director Of Budget - Treasurer	\$35,110	\$42,478	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Natural Goodness Foundation Inc	UT	\$0	Treasurer	\$400	\$461	2024
The Delaware Public Policy Institute	DE	\$0	Secretary	\$4,850	\$5,342	2024
Goodex Services Inc	CA	\$0	Ceo	\$20,683	\$20,090	2024
Arcadia Community Services	HI	\$0	President & Ceo	\$35,893	\$36,147	2024
Ego Ideal Inc	GA	\$0	Chief Executive Officer	\$43,656	\$49,376	2024
108 St Edwards Housing Development Fund	NY	\$0	Director/chair	\$53,979	\$54,866	2024
Joli Commercial Partners Inc	CO	\$0	Secretary	\$52,937	\$57,097	2024
Aids For Women Adolescents And Children International Organization Inc	MD	\$0	Ceo	\$40	\$41	2025
Peer Vision For Mental Health	ND	\$0	Executive Director	\$52,042	\$62,586	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 70 organizations. Compensation range \$41–\$1,617,987; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$0); for reference, expenses \$3,490 and assets \$8,377. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Stephen Peck, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	53 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	24 th
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	66 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 (Stephen Peck) 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 70 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,095 is reasonable (approximately the 24th 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.