

Tvec Charitable Foundation Inc

Executive Director / CEO

EIN 455548476

TX · NTEE P80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jeffrey Lane, Executive Director / CEO** (\$175,014) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

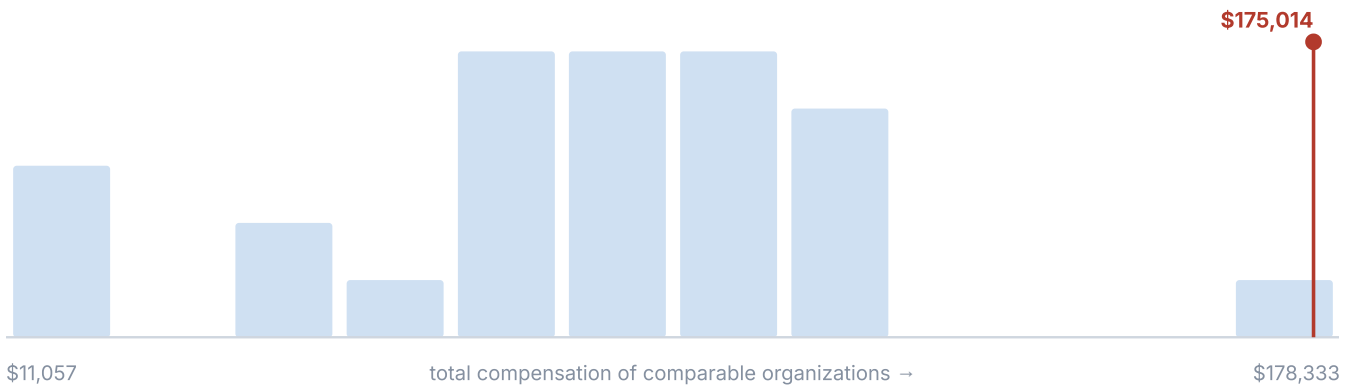
Benchmarked executive: Jeffrey Lane — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$302,007 and \$676,137 — 0.67x to 1.50x the subject's \$450,758 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80) + TX + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$32,597	\$69,293	\$85,000	\$105,965	\$113,308	\$175,014
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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
Houston Aphasia Recovery Center	TX	\$453,030	Executive Director	\$112,154	\$112,154	2024
Rccc Inc	TX	\$455,450	Executive Di	\$96,709	\$96,709	2024
Raise Texas	TX	\$434,313	Executive Director	\$173,217	\$178,333	2023
The Alexander House Apostolate	TX	\$468,758	President And Ceo	\$88,743	\$88,743	2024
Dallas Hearing Foundation Inc	TX	\$424,486	Development Director	\$105,600	\$105,600	2024
Refuge City	TX	\$416,586	Ceo, Board M	\$113,750	\$113,750	2024
The Pangea Network	TX	\$513,658	Executive Director	\$77,400	\$77,400	2024
Slew Inc--support Lending For	TX	\$520,146	Executive Di	\$83,700	\$83,700	2024
Hopes Path	TX	\$531,064	Executive Director	\$85,000	\$85,000	2024
The Saddle Light Center	TX	\$369,556	President	\$47,794	\$47,794	2024
Healing With Horses Ranch	TX	\$534,332	Executive Director	\$17,400	\$17,400	2024
Able Center For Independent Living	TX	\$534,477	Exec Director	\$86,583	\$86,583	2024
Libbies Place	TX	\$542,113	Chief Executive Officer	\$68,250	\$68,250	2024
Art Spark Texas	TX	\$358,886	Executive Director	\$62,868	\$62,868	2024
Target Evolution Incorporated	TX	\$358,079	Executive Director	\$72,420	\$72,420	2024
Soleana Stables	TX	\$354,040	Executive Director	\$85,000	\$85,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Young Audiences Of Northeast Texas Inc	TX	\$340,792	Executive Dir.	\$50,417	\$51,906	2023
Stupid Strong	TX	\$570,847	Executive Director (Ended 02/2024)	\$11,057	\$11,057	2024
Volunteer Interfaith Caregivers Sw	TX	\$311,191	Executive Director	\$77,800	\$77,800	2024
Unlimited Potential Inc	TX	\$304,008	Executive Director	\$75,600	\$75,600	2024
Vrdur Foundation Inc	TX	\$603,465	President	\$13,000	\$13,000	2024
Faith In Action Georgetown	TX	\$610,281	Executive Director	\$95,258	\$95,258	2024
Southwest Outreach For Older People	TX	\$614,652	Pres/ceo/ex-	\$106,086	\$106,086	2024
Amala Foundation	TX	\$621,809	Executive Director	\$117,282	\$117,282	2024
Creative Achievements Inc	TX	\$637,647	Placement Spc	\$107,567	\$107,567	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	26 organizations. Compensation range \$11,057–\$178,333; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$450,758); for reference, expenses \$479,450 and assets \$77,798.
ROLE MATCH	Jeffrey Lane, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 3 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	96 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Jeffrey Lane) 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 26 similarly situated organizations (Same NTEE sector (P80) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$175,014 is reasonable (approximately the 96th 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.