

The Pat Green Foundation

Executive Director / CEO

EIN 460820367

TX · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Phillip B Ewert, Executive Director / CEO** (\$67,650) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

Benchmarked executive: Phillip B Ewert — 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 (P20).

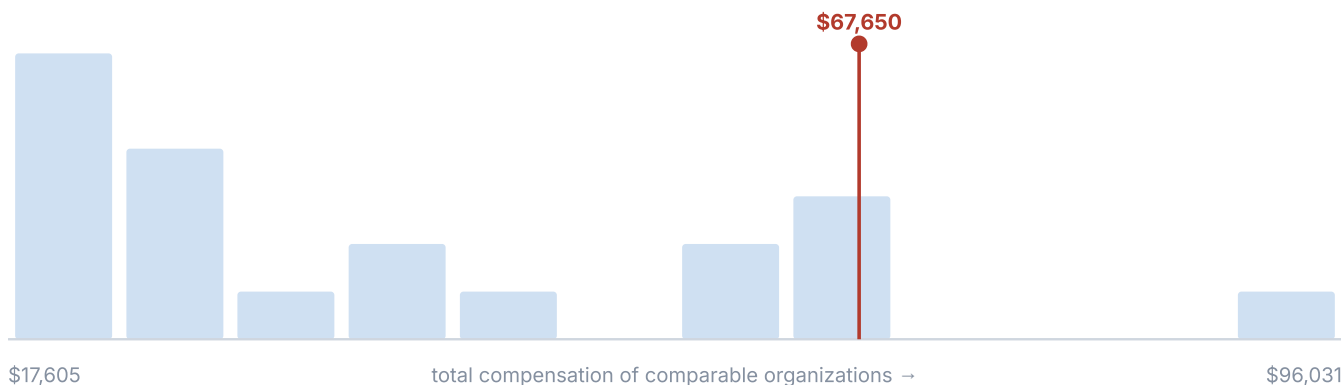
BUDGET Total revenue between \$85,697 and \$191,859 — 0.67x to 1.50x the subject's \$127,906 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + TX + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography

→ **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,255	\$23,712	\$31,027	\$59,827	\$64,644	\$67,650
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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
Capernaum Inc	TX	\$124,878	President	\$96,031	\$96,031	2023
Medina County Food Pantry	TX	\$123,585	Manager	\$21,488	\$21,488	2023
Texas Association Of Soccer Coaches	TX	\$119,065	Chief Operat	\$18,125	\$17,605	2024
Moms Club	TX	\$137,035	Chairman, President And Director	\$24,000	\$23,311	2024
Baptist Center For Global Concerns	TX	\$139,797	President	\$38,179	\$38,179	2023
La Voz Del Consolador	TX	\$113,301	Media	\$30,000	\$30,000	2023
Dallas Kids First	TX	\$150,321	Director, Bo	\$59,601	\$59,601	2023
Power House Recovery Center	TX	\$151,253	Dir Treasurer	\$29,389	\$29,389	2023
Milagros Foundation	TX	\$104,007	Executive Director	\$71,036	\$68,998	2024
Encore Park Dallas	TX	\$103,472	Interim Executive Director	\$30,000	\$30,000	2023
Interrwellness Retreat Center Inc	TX	\$156,721	President	\$23,000	\$22,340	2024
Helping Hands Of Kilgore	TX	\$162,622	Executive Dir.	\$33,000	\$32,053	2024
Ifs Empowerment Center	TX	\$171,941	President & Ceo	\$24,550	\$23,846	2024
Deep Roots Ministries Inc	TX	\$175,816	Executive Director	\$41,100	\$41,100	2023
Dream Fund	TX	\$177,171	Executive Director	\$66,000	\$64,106	2024
Kaleidoscope Ministries	TX	\$177,997	Executive Director	\$62,292	\$60,505	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Testicular Cancer Foundation	TX	\$184,198	Ceo	\$23,000	\$22,340	2024
311 Ministries	TX	\$184,586	Executive Director	\$64,160	\$64,160	2023
Veteran Womens Enterprise Center	TX	\$185,752	Ceo/founder	\$30,000	\$30,000	2023
Intrepid Care	TX	\$191,302	Barker	\$48,071	\$46,692	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	20 organizations. Compensation range \$17,605–\$96,031; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$127,906); for reference, expenses \$240,775 and assets \$107,094. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Phillip B Ewert, 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	90 th
Total compensation (D + F), as reported (no adjustments)	90 th

Reportable pay only (column D), adjusted

90th

All sources (D + E + F), adjusted

80th

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 (Phillip B Ewert) 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 20 similarly situated organizations (Same NTEE sector (P20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,650 is reasonable (approximately the 90th 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.