

Bridges Training Foundation

Executive Director / CEO

EIN 461579237

TX · NTEE P80

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Melissa Boler, Executive Director / CEO** (\$52,000) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

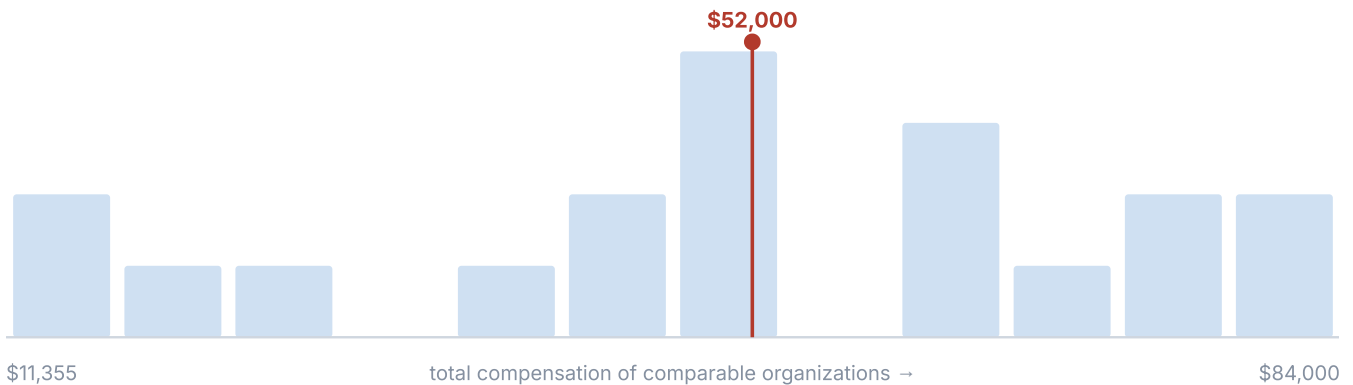
Benchmarked executive: Melissa Boler — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$173,250 and \$387,874 — 0.67x to 1.50x the subject's \$258,583 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80) + TX + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,174	\$40,710	\$49,537	\$66,739	\$76,967	\$52,000
----------	----------	----------	----------	----------	----------



● 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
Family Promise Of Greater New Braunfels	TX	\$254,832	Executive Director	\$12,000	\$11,355	2025
Rock Haus Foundation	TX	\$246,930	Admin Director	\$44,683	\$44,683	2023
Austin Pregnancy Resource Center	TX	\$244,589	Ceo	\$84,000	\$84,000	2023
Prosumers International	TX	\$280,057	Executive Director	\$51,000	\$49,537	2024
Homeless Veterans Services Of Dallas Inc	TX	\$281,631	President	\$17,000	\$17,000	2023
Association For Texas Advocates Inc	TX	\$285,334	Executive Director	\$63,333	\$61,516	2024
After Military Service	TX	\$223,677	Founder, President And Ceo	\$48,000	\$48,000	2023
Unlimited Potential Inc	TX	\$304,008	Executive Director	\$75,600	\$73,431	2024
Helping Our Riders Succeed In Education	TX	\$211,029	Executive Director	\$37,822	\$36,737	2024
Texas Burn Survivor Society Inc	TX	\$208,307	Executive Dir.	\$48,000	\$48,000	2023
Volunteer Interfaith Caregivers Sw	TX	\$311,191	Executive Director	\$77,800	\$75,568	2024
Surpassing Grace	TX	\$201,340	Executive Director Board Chair	\$28,000	\$27,197	2024
Dentists Who Care Inc	TX	\$198,497	Executive Director	\$65,000	\$63,135	2024
Hope Reins In Texas Inc	TX	\$194,211	Director	\$20,300	\$19,718	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Young Audiences Of Northeast Texas Inc	TX	\$340,792	Executive Dir.	\$50,417	\$50,417	2023
Soleana Stables	TX	\$354,040	Executive Director	\$85,000	\$82,561	2024
Target Evolution Incorporated	TX	\$358,079	Executive Director	\$72,420	\$70,342	2024
Art Spark Texas	TX	\$358,886	Executive Director	\$62,868	\$61,064	2024
The Saddle Light Center	TX	\$369,556	President	\$47,794	\$46,423	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	19 organizations. Compensation range \$11,355–\$84,000; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$258,583); for reference, expenses \$273,902 and assets \$70,543.
ROLE MATCH	Melissa Boler, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	58th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	58 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 (Melissa Boler) 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 19 similarly situated organizations (Same NTEE sector (P80) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,000 is reasonable (approximately the 58th 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.