

The Barnabas Connection

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Katherine Sowell, Executive Director / CEO** (\$72,486) against **every comparable organization** that fit the selection criteria — **71** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

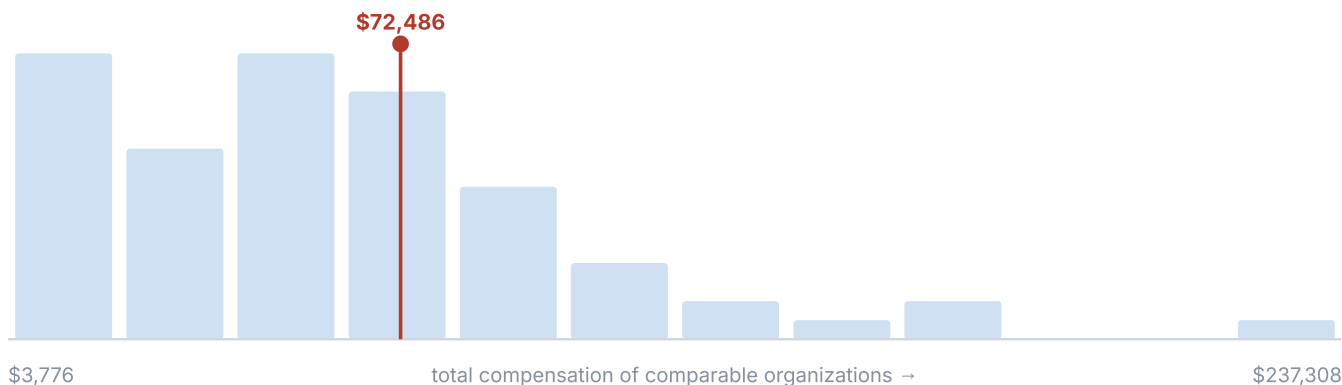
Benchmarked executive: Katherine Sowell — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$314,112 and \$703,237 — 0.67x to 1.50x the subject's \$468,825 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + TX + budget 0.67–1.5x revenue.

71 organizations qualified on sector, size, and geography → **71** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,750	\$27,855	\$55,000	\$81,924	\$111,619	\$72,486
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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
Fam Intentional Community	TX	\$469,664	Executive Director	\$51,914	\$51,914	2024
Partners In Hope - Texas	TX	\$466,281	Executive Director	\$83,080	\$85,534	2023
Bold Idea Inc	TX	\$462,464	President & Ceo	\$104,121	\$101,437	2025
The Women's Center Of Tarrant County	TX	\$479,779	President/ceo	\$22,865	\$22,865	2024
Waiting Under The Willow Foundation	TX	\$480,244	Founder/treasurer/executive Director	\$15,475	\$15,475	2024
Rosa Es Rojo Inc	TX	\$455,811	Founder	\$62,640	\$64,490	2023
Bridge The Gap Foundation	TX	\$482,065	Ceo	\$32,000	\$32,000	2024
Organization For The Development Of The Indigenous Maya - Odim	TX	\$455,286	Executive Director	\$35,548	\$35,548	2024
Minaret Foundation	TX	\$483,180	Executive Director	\$50,500	\$50,500	2024
Raindrop Foundation San Antonio	TX	\$451,138	Executive Ma	\$71,388	\$73,497	2023
Port Neches Riverfest	TX	\$492,530	Executive Di	\$13,750	\$13,750	2024
Assist The Officer Inc	TX	\$495,114	Executive Director	\$6,630	\$6,630	2024
Runnin Wj Therapeutic Center Inc	TX	\$496,555	Executive Dir.	\$37,500	\$38,608	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Loving Houston Inc	TX	\$440,562	Exec Dir (Fo	\$83,833	\$83,833	2024
Cultiv8community	TX	\$501,019	Executive Dir.	\$150,000	\$154,431	2023
International Skills Inc	TX	\$504,608	Director	\$70,000	\$70,000	2024
Fostering Hope Austin	TX	\$507,243	Executive Director	\$99,819	\$99,819	2024
Christians In Action	TX	\$507,407	Former Executive Dir.	\$47,080	\$48,471	2023
Eveline's Sunshine Cottage	TX	\$508,426	Executive Di	\$44,038	\$44,038	2024
Bastrop Hope House	TX	\$428,009	President	\$12,100	\$12,457	2023
The Network Of Behavioral Health	TX	\$509,727	Executive Director Through 9/2022	\$106,966	\$110,125	2023
Global Renewal Inc	TX	\$426,132	President	\$48,600	\$50,036	2023
West Galveston Interfaith	TX	\$511,926	Director	\$31,000	\$31,000	2024
7 More Inc	TX	\$515,228	President	\$113,300	\$113,300	2024
The Kukhoma Project	TX	\$516,268	Executive Dir.	\$47,219	\$47,219	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 **71** organizations. Compensation range \$3,776–\$237,308; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$468,825); for reference, expenses \$459,983 and assets \$343,577.
ROLE MATCH	Katherine Sowell, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	63 rd
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	59 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 (Katherine Sowell) 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 71 similarly situated organizations (Same NTEE sector (P20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,486 is reasonable (approximately the 63rd 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.