

Vogel Alcove Foundation

Executive Director / CEO

EIN 463970388

TX · NTEE P11

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Karen Hughes, Executive Director / CEO** (\$46,458) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

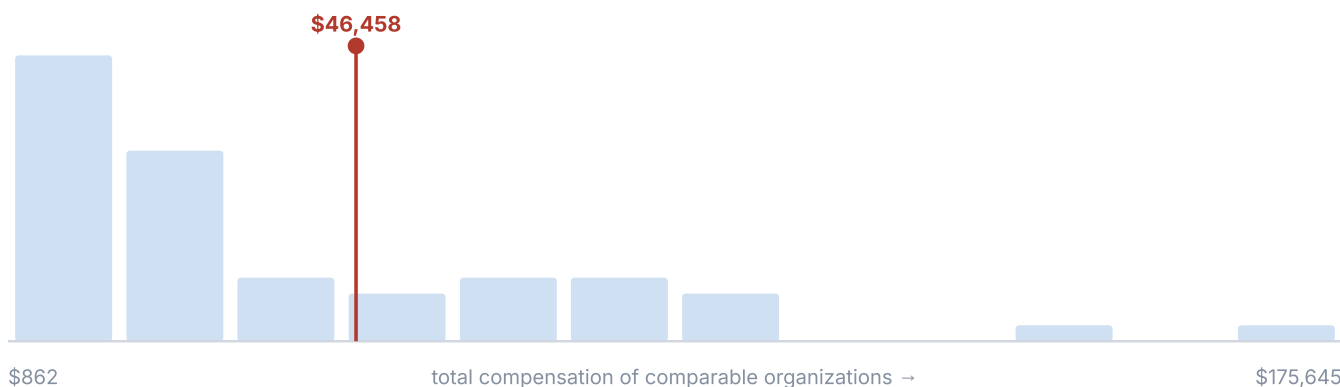
Benchmarked executive: Karen Hughes — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P11).
BUDGET	Total revenue between \$182,618 and \$408,847 — 0.67x to 1.50x the subject's \$272,565 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P11), nationwide + budget 0.67–1.5x revenue.

50 organizations qualified on sector, size, and geography → **50** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,117	\$11,124	\$25,242	\$61,022	\$87,418	\$46,458
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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
Starkey Foundation Inc	KS	\$272,592	Coo	\$17,410	\$18,803	2023
Grace Medical Home Foundation Inc	FL	\$272,213	Ceo	\$30,830	\$28,122	2024
Rainbow Defense Fund Inc	AZ	\$275,065	Director	\$71,961	\$69,185	2023
The Arc Greater Hudson Valley Foundation	NY	\$279,031	Executive Director (Started 3/23)	\$51,546	\$46,564	2023
Goodwill Industries Of The Southern	NC	\$279,662	Assistant Sec/treasurer	\$30,403	\$30,504	2024
Radiate Coalition	TX	\$265,456	Ceo/president	\$29,744	\$29,744	2023
Old North End Community Center	VT	\$264,429	President	\$3,050	\$2,980	2024
Central Florida Ymca Foundation Inc	FL	\$280,740	Ceo/president	\$29,137	\$26,578	2024
Eliada Foundation Inc	NC	\$281,463	Ceo	\$8,058	\$8,085	2024
Buildup Steam Inc	MI	\$282,313	President	\$87,614	\$90,404	2023
Children's Advocacy Center	NV	\$285,800	Executive Di	\$58,461	\$55,434	2025
East Bay Foundation On Aging	CA	\$287,286	Treasurer	\$43,886	\$37,884	2023
Ach Landowner Iii	TX	\$247,485	Ceo	\$26,417	\$25,659	2024
Companeros International	TX	\$297,875	Vice President	\$97,343	\$97,343	2023
Jim Troxell Foundation	AZ	\$298,426	President	\$924	\$862	2024
Marriage Encounter Support Foundation	IA	\$299,121	Executive Director	\$124,120	\$131,963	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Doves Incorporated	AZ	\$299,368	President & Ceo	\$27,056	\$26,012	2023
A Second Chance Charitable Foundation	PA	\$244,959	President & Chairperson	\$6,886	\$6,667	2024
Heart Gallery Of New Mexico	NM	\$244,874	Executive Di	\$60,000	\$64,513	2023
Providence State Street Housing	NY	\$242,726	President	\$2,810	\$2,538	2023
First Growth Children & Family Charities	OR	\$240,347	Acting Executive Director	\$106,933	\$93,940	2025
Indian Creek Caring Foundation	PA	\$308,631	Ceo	\$8,830	\$8,551	2024
Caf Property Inc	CA	\$232,532	Secretary & Treasurer	\$2,214	\$1,808	2025
Center Of Hope Foundation Inc	NY	\$314,749	Ceo/president	\$98,184	\$86,149	2024
Battered Womens Shelter Endowment Fund	TX	\$324,888	President/ceo	\$180,833	\$175,645	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 50 organizations. Compensation range \$862–\$175,645; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$272,565); for reference, expenses \$7,330 and assets \$10,071,359. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Karen Hughes, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	36 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	68 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	72 nd

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 (Karen Hughes) 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 50 similarly situated organizations (Same NTEE sector (P11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,458 is reasonable (approximately the 68th 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.