

The Way Home Adoption Inc

Executive Director / CEO

EIN 464059832

TX · NTEE P31

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Ashley Fields, Executive Director / CEO** (\$75,500) against **every comparable organization** that fit the selection criteria — **13** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

Benchmarked executive: Ashley Fields — reported title “Program Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P31).

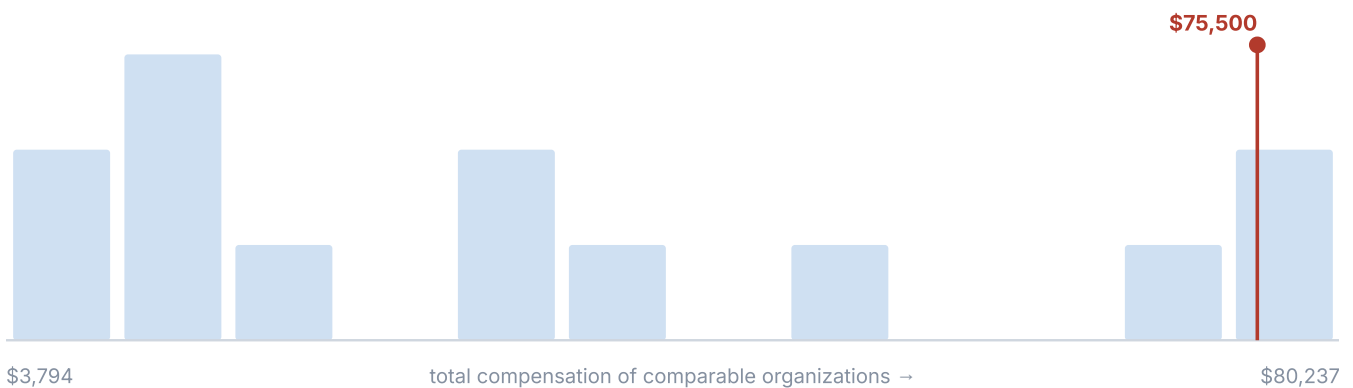
BUDGET Total revenue between \$3,758 and \$8,413 — 0.67x to 1.50x the subject's \$5,609 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

13 organizations qualified on sector, size, and geography

→ **13** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,803	\$12,441	\$34,342	\$49,471	\$75,454	\$75,500
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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
The British Home Life Services	IL	\$5,679	Ceo	\$50,336	\$49,471	2024
Itasca Hospice Foundation	MN	\$5,694	Executive Director	\$34,375	\$34,958	2023
The Reciprocity Foundation	NY	\$5,443	—	\$18,750	\$16,938	2024
Reclamation And Restoration Ministries Inc	LA	\$6,148	Chairman And Ceo	\$72,890	\$80,237	2024
Technology Training Licenses Inc	TX	\$5,021	President/ceo	\$16,000	\$16,473	2023
Noahh So Inc	LA	\$6,464	Executive Director	\$10,978	\$12,441	2023
Sada Mujer Inc	GA	\$4,350	President	\$10,240	\$10,597	2023
Happy Home For The Handicapped Inc	ID	\$4,205	Director	\$72,455	\$77,053	2024
Community Living Corporation	MI	\$7,665	Ceo	\$33,282	\$34,342	2024
Mercy Ministries Inc	SC	\$7,684	Director	\$38,000	\$40,801	2023
Greater Hood Community Development Corporation	NY	\$7,800	Program Director	\$4,200	\$3,794	2024
Outfitters Incorporated	IN	\$8,072	Executive Director	\$9,351	\$9,604	2025
Building People Power	CA	\$8,368	Director	\$80,000	\$69,059	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	13 organizations — below 15; treat the percentiles as indicative, not precise. Compensation range \$3,794–\$80,237; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$5,609); for reference, expenses \$249,180 and assets \$0. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Ashley Fields, reported title " <i>Program Director</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	3 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	85 th
Total compensation (D + F), as reported (no adjustments)	92 nd
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	62 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 (Ashley Fields) 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 13 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,500 is reasonable (approximately the 85th 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.