

# Encore Park Dallas

Executive Director / CEO

EIN 464260577

TX · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Meadows, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **188** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45<sup>th</sup>** percentile of comparable organizations within the typical range

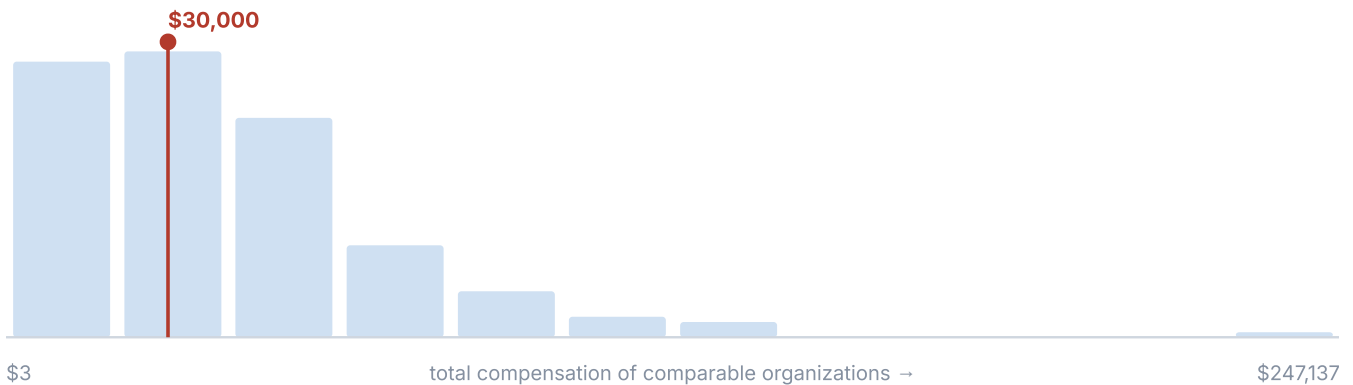
**Benchmarked executive:** Michael Meadows — reported title “Interim Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$69,326 and \$155,208 — 0.67x to 1.50x the subject's \$103,472 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**188** organizations qualified on sector, size, and geography → **188** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,294	\$17,526	\$33,525	\$56,926	\$76,860	<b>\$30,000</b>
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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
<a href="#">Milagros Foundation</a>	TX	\$104,007	Executive Director	\$71,036	<b>\$68,998</b>	2024
<a href="#">Ocl Properties Vi Inc</a>	NY	\$102,405	Chief Financial Officer	\$73,290	<b>\$64,306</b>	2024
<a href="#">Life House Ministries</a>	WA	\$102,353	Executive Director	\$37,500	<b>\$33,564</b>	2023
<a href="#">Mother-wise</a>	CA	\$102,303	Executive Di	\$44,375	<b>\$38,306</b>	2023
<a href="#">Hope On The Hill Inc</a>	OR	\$104,768	Executive Dir.	\$48,500	<b>\$43,734</b>	2024
<a href="#">Open Source Hardware Association</a>	CO	\$104,790	Executive Director	\$77,692	<b>\$74,474</b>	2023
<a href="#">Transitional Remedies Solutions</a>	MA	\$102,108	President	\$17,200	<b>\$15,451</b>	2023
<a href="#">The New Citizens Press Community Action Network</a>	MI	\$101,898	Director	\$9,989	<b>\$10,011</b>	2024
<a href="#">Servants Heart Outreach</a>	AR	\$101,374	Executive Director	\$25,962	<b>\$28,336</b>	2024
<a href="#">Gems Development Foundation</a>	VA	\$105,693	Executive Director	\$22,000	<b>\$21,235</b>	2023
<a href="#">Arts Foundation For Seniors Inc</a>	FL	\$106,144	Exec Dir & S	\$67,000	<b>\$61,117</b>	2024
<a href="#">Women In Revenue Inc</a>	CA	\$106,627	Executive Dir.	\$49,862	<b>\$43,043</b>	2023
<a href="#">Dimock Support Corporation</a>	MA	\$100,000	President/ceo	\$23,674	<b>\$21,267</b>	2023
<a href="#">The Williamsburg Institute</a>	VA	\$100,000	Ceo	\$68,000	<b>\$65,637</b>	2023
<a href="#">Virtuemediainc</a>	GA	\$107,745	President & Founder	\$83,197	<b>\$83,627</b>	2023
<a href="#">Seasons Village Inc</a>	NC	\$107,869	Program Director	\$52,000	<b>\$53,713</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Girls Health Period</a>	OH	\$98,357	President	\$42,058	<b>\$44,532</b>	2023
<a href="#">Common Place Inc</a>	IL	\$97,878	President/ceo	\$4,265	<b>\$4,192</b>	2023
<a href="#">United Way Of Adams County Indiana Inc</a>	IN	\$97,834	Executive Director	\$30,000	<b>\$29,927</b>	2025
<a href="#">Greater Louisville Intergroup Inc</a>	KY	\$109,188	Coo	\$35,700	<b>\$37,243</b>	2024
<a href="#">Mcsy Qalicb Ymca (6859-so1)</a>	WA	\$109,368	Director/president	\$42,956	<b>\$37,344</b>	2024
<a href="#">Helping Hands Ministry</a>	TN	\$109,695	President	\$9,070	<b>\$9,531</b>	2023
<a href="#">Grant Road Holdings Inc</a>	AZ	\$96,949	Ceo	\$57,526	<b>\$53,721</b>	2024
<a href="#">Voices Of Mercy Outreach Ministries Inc</a>	LA	\$96,889	President	\$15,380	<b>\$16,445</b>	2024
<a href="#">Jackson In Action 83 Foundation Inc</a>	FL	\$110,156	Executive Director	\$54,000	<b>\$49,258</b>	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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 188 organizations. Compensation range \$3–\$247,137; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$103,472); for reference, expenses \$537,557 and assets \$4,488,909. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Michael Meadows, reported title *"Interim Executive Director"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	45 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	43 <sup>rd</sup>
Reportable pay only (column D), adjusted	55 <sup>th</sup>
All sources (D + E + F), adjusted	38 <sup>th</sup>

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 (Michael Meadows) 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 188 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 45<sup>th</sup> 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.