

Texas Values Action

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jonathan Saenz, Executive Director / CEO** (\$69,235) against **every comparable organization** that fit the selection criteria — **1203** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

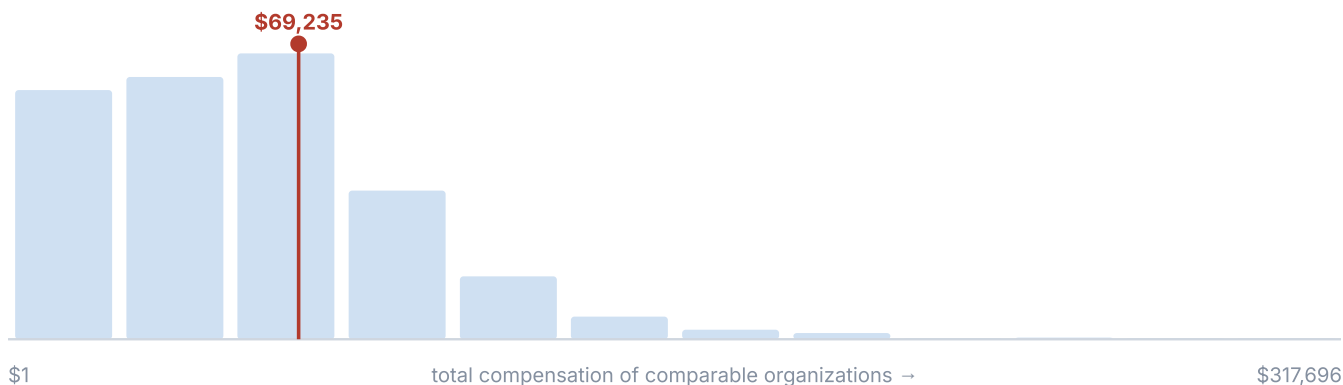
Benchmarked executive: Jonathan Saenz — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S01).
BUDGET	Total revenue between \$133,644 and \$299,205 — 0.67x to 1.50x the subject's \$199,470 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

1,203 organizations qualified on sector, size, and geography → **1,203** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,532	\$28,462	\$54,277	\$78,275	\$106,513	\$69,235
----------	----------	----------	----------	-----------	----------



● 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
Central New York Defense Alliance Ltd	NY	\$199,533	Secretary And Exec. Director Emeritus	\$11,325	\$9,937	2024
Pennsylvania State Assn Of County	PA	\$199,332	Secretary/tr	\$20,125	\$19,488	2024
Venture Carolina	SC	\$199,622	Executive Director	\$5,400	\$5,470	2024
Nwgm Title Holding Company Llc	NH	\$198,968	President	\$19,521	\$17,051	2025
The Mindful Group Inc	WI	\$200,000	Director	\$20,000	\$20,281	2024
Tennessee Infrastructure Alliance	TN	\$200,000	Executive Director	\$90,000	\$91,860	2024
Utd Building Corporation	FL	\$200,000	President	\$42,450	\$39,866	2023
Digital Energy Council	DC	\$200,000	Board Member,exec Dir,president	\$25,000	\$21,931	2023
Healthy Neighborhood Enterprises	VA	\$200,019	Executive Director	\$65,337	\$63,066	2023
The Village At Sherman Oaks Inc	CA	\$198,810	Executive Director	\$12,000	\$10,359	2023
Leap Foundation Inc	MI	\$198,762	President & Ceo	\$54,838	\$54,961	2024
Missouri Valley Crisis Center Inc	SD	\$200,185	Executive Dir.	\$61,301	\$67,633	2023
Perris Community Economic Development Co	CA	\$200,227	Chief Executive Director	\$27,674	\$23,889	2023
Insight Center For Community Economic Development	CA	\$198,520	President	\$116,300	\$100,394	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Three Squares Main Street Jp Inc	MA	\$200,480	Executive Director	\$75,445	\$67,775	2023
Swedish Medical Center Medical	CO	\$198,392	President	\$17,500	\$16,294	2024
Citizens4community	OR	\$200,555	Executive Director	\$78,056	\$70,386	2024
New Consensus	DC	\$200,567	Executive Director	\$179,707	\$157,649	2023
Emancipation Economic Development Council	TX	\$198,287	Executive Director	\$93,674	\$90,987	2024
Loiter	OH	\$200,696	Cofounder	\$26,884	\$29,632	2022
Association Of Health Care	MO	\$200,730	Executive Director	\$5,416	\$5,735	2023
West End Economic Development Corporation	CO	\$200,738	Executive Director	\$71,536	\$68,573	2023
Deep Roots Research	SC	\$200,776	Executive Director	\$86,270	\$87,391	2024
Smart Growth Greater Madison Inc	WI	\$200,943	Executive Director	\$91,126	\$92,410	2024
Chemical Alliance Zone Inc	WV	\$200,945	Executive Director	\$178,250	\$187,403	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 **1203** organizations. Compensation range \$1–\$317,696; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$199,470); for reference, expenses \$235,286 and assets \$258,419.

ROLE MATCH	Jonathan Saenz, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	159 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	29 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	66 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	49 th
All sources (D + E + F), adjusted	94 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 (Jonathan Saenz) 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 1203 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,235 is reasonable (approximately the 66th 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.