

Inspiring You To Greatness Non Profit Corporation

Executive Director / CEO

EIN 464952655
 TX · NTEE P50
 FY ending 2025-03-31
 June 9, 2026

This analysis benchmarks the total compensation of **Kacey Simmons, Executive Director / CEO** (\$8,800) against **every comparable organization** that fit the selection criteria — **68** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

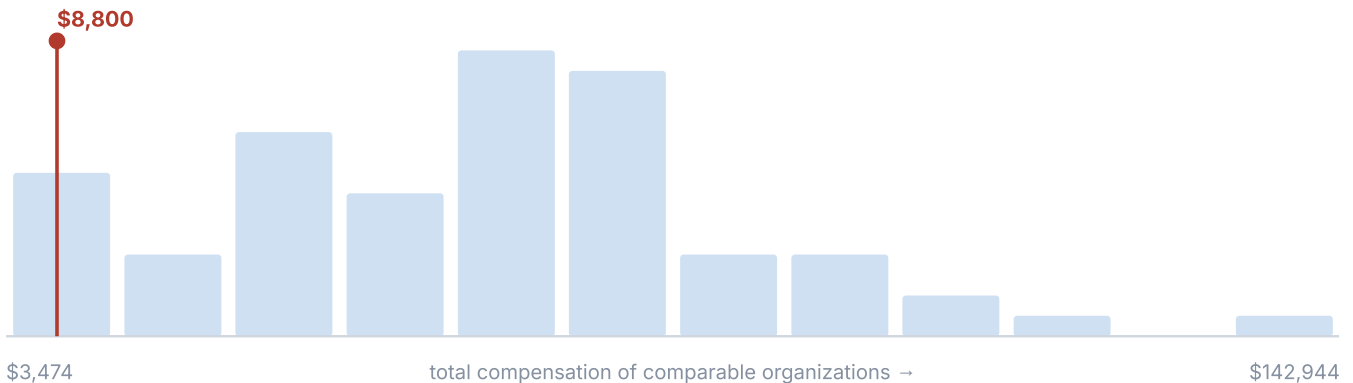
Benchmarked executive: Kacey Simmons — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P50).
BUDGET	Total revenue between \$170,628 and \$382,005 — 0.67x to 1.50x the subject's \$254,670 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P50), nationwide + budget 0.67–1.5x revenue.

68 organizations qualified on sector, size, and geography → **68** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,578 10TH	\$32,492 25TH	\$54,521 MEDIAN	\$67,675 75TH	\$86,214 90TH	\$8,800 THIS ORG · 7TH
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\$8,800



■ 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
River City Recovery Ministries	MN	\$254,332	Vice Preside	\$54,660	\$55,422	2024
Safeart Inc	VT	\$249,590	Co-director Programs	\$52,960	\$56,315	2023
Purposeful Living Inc	IN	\$260,306	President	\$81,500	\$88,193	2024
Donor Sibling Registry	CO	\$261,555	Excecutive Director	\$145,277	\$142,944	2024
Woman To Woman Mentoring Inc	MD	\$262,597	Executive Di	\$73,519	\$72,613	2023
Desert Waters Correctional Outreach	CO	\$263,171	Executive Di	\$39,087	\$39,595	2023
The Peace Center Inc	PA	\$241,707	Executive Di	\$50,835	\$52,019	2024
Divine Values School Inc	FL	\$241,584	President	\$3,500	\$3,474	2023
Neighbors Who Care Inc	AZ	\$272,387	Executive Director	\$84,299	\$83,191	2024
Wiregrass 2-1-1	AL	\$273,001	Executive Director	\$57,979	\$64,274	2024
The International Youth Alliance For Family Planning	DC	\$234,681	Executive Director	\$116,511	\$108,013	2023
Global Mother Divine Org Usa	IA	\$274,823	President	\$60,000	\$67,414	2024
Nexttalk	TX	\$233,781	Executive Director	\$45,792	\$48,392	2023
Community Grief Center	CO	\$275,781	Executive Director	\$46,500	\$45,753	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sober Living Inc	TX	\$232,625	Executive Director	\$30,979	\$31,799	2024
Coos Elderly Services Inc	OR	\$277,188	Executive Director	\$51,532	\$50,557	2023
Haven Center	SD	\$230,320	Executive Director	\$20,844	\$24,302	2023
Helping Women Period Inc	MI	\$230,304	Executive Director	\$44,640	\$48,677	2023
Saving Our Seniors Inc	FL	\$280,581	President	\$49,181	\$47,409	2024
Southern Minnesota Womens Center	MN	\$282,337	Ex. Director	\$33,010	\$34,459	2023
The Sophia Institute	SC	\$224,720	Execuitive Director	\$54,167	\$59,699	2023
Service Women Action Network	DC	\$223,488	Ceo	\$75,000	\$67,535	2024
Haydens House Of Healing Inc	NJ	\$285,958	Ceo	\$72,000	\$65,965	2024
Love Inc	MI	\$218,779	Executive Director	\$31,200	\$33,046	2024
The National Advocacy Center Of The	MD	\$292,016	Executive Direc	\$61,631	\$60,872	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2025 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 **68** organizations. Compensation range \$3,474–\$142,944; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$254,670); for reference, expenses \$254,670 and assets \$590,547.
ROLE MATCH	Kacey Simmons, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer fall outside 1.5x 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	12 th
All sources (D + E + F), adjusted	7 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 (Kacey Simmons) 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 68 similarly situated organizations (Same NTEE sector (P50), nationwide + budget 0.67–1.5x revenue).
3. The authorized body determined that total compensation of \$8,800 is reasonable (approximately the 7th 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.