

Step Onward Foundation

Executive Director / CEO

EIN 472414072
 TX · NTEE P20
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Patrice Pike, Executive Director / CEO** (\$57,837) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

Benchmarked executive: Patrice Pike — reported title “CO-FOUNDER/DIR DEVELOP”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

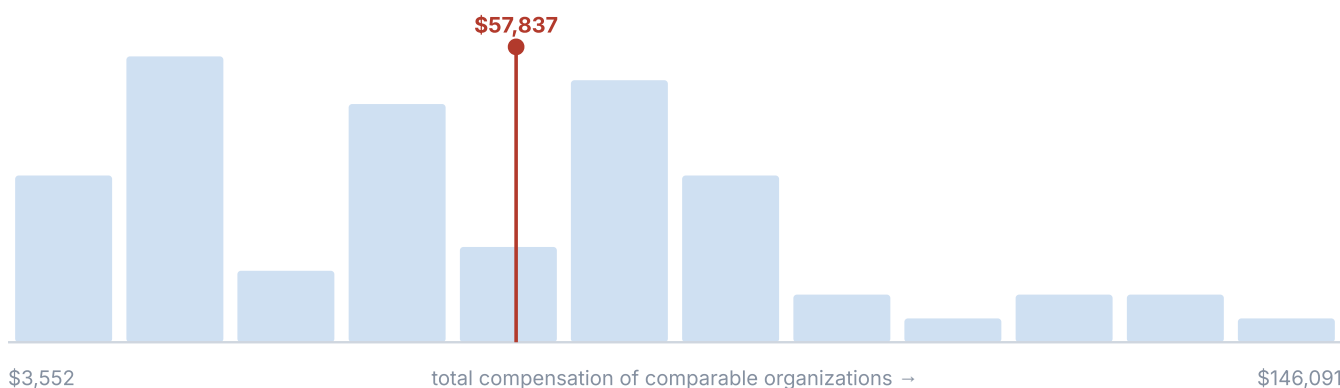
SECTOR Organizations sharing the subject's NTEE classification (P20).

BUDGET Total revenue between \$203,858 and \$456,400 — 0.67x to 1.50x the subject's \$304,267 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + TX + budget 0.67–1.5x revenue.

62 organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,009	\$24,515	\$50,133	\$73,850	\$96,616	\$57,837
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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
Leadership Montgomery County Inc	TX	\$302,929	Executive Director	\$96,186	\$93,707	2025
Magpies And Peacocks Inc	TX	\$308,677	President	\$3,450	\$3,552	2023
Burkburnett Grace Ministries Inc	TX	\$319,588	Executive Di	\$13,000	\$13,000	2024
Home Of Joseph Foundation	TX	\$288,408	Director	\$24,450	\$24,450	2024
Micah 6 Of Austin Texas	TX	\$321,238	Executive Director	\$62,316	\$64,157	2023
The Alliance For Commercialization	TX	\$321,267	Founder	\$122,675	\$122,675	2024
Touched By Faith Ministries Internationa	TX	\$322,660	President	\$23,549	\$23,549	2024
Citychurch Outreach Ministry Mckinney	TX	\$285,475	President	\$23,931	\$23,931	2024
Advocates For Immigrant Survivors	TX	\$326,092	Co-executive Director	\$111,619	\$111,619	2024
The Clubhouse For Special Needs	TX	\$326,770	Administrative Director	\$53,280	\$54,854	2023
El Paso Civic Education Organization	TX	\$279,518	Lead Organizer	\$111,273	\$114,560	2023
Unique Avenue	TX	\$329,498	Executive Director	\$99,246	\$99,246	2024
Global Pendulum Inc	TX	\$278,972	Director	\$64,375	\$64,375	2024
Beaumont Dream Center	TX	\$278,394	Operations Director	\$25,962	\$26,729	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cmtm-children Matter The Most - Family Life Center	TX	\$276,484	Case Management Director	\$39,130	\$39,130	2024
Bluebirds Hope Inc	TX	\$275,551	Ceo/board President	\$82,000	\$82,000	2024
Brave Communities	TX	\$333,912	Executive Director	\$78,333	\$80,647	2023
Refresh Frisco	TX	\$335,705	Executive Director	\$8,654	\$8,910	2023
Wings Of Blessing	TX	\$272,552	Director	\$48,000	\$48,000	2024
Transformation House	TX	\$338,538	Executive Driector	\$71,845	\$73,967	2023
Institute For Liberal Values	TX	\$264,902	Treasurer	\$20,000	\$20,000	2024
Outer Court Ministries Inc	TX	\$264,120	President	\$12,816	\$13,735	2022
The Coming Home Project	TX	\$262,355	Executive Dir.	\$16,000	\$16,473	2023
S A Heals	TX	\$259,654	President	\$30,000	\$30,886	2023
And Then A New Day	TX	\$257,633	Executive Dir.	\$65,000	\$66,920	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 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	62 organizations. Compensation range \$3,552–\$146,091; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$304,267); for reference, expenses \$311,175 and assets \$318,981.
ROLE MATCH	Patrice Pike, reported title <i>"CO-FOUNDER/DIR DEVELOP"</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 1 peer 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	56 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	55 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 (Patrice Pike) 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 62 similarly situated organizations (Same NTEE sector (P20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,837 is reasonable (approximately the 56th 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.