

This analysis benchmarks the total compensation of **Charles Foltz, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **55** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31<sup>st</sup>** percentile of comparable organizations

within the typical range

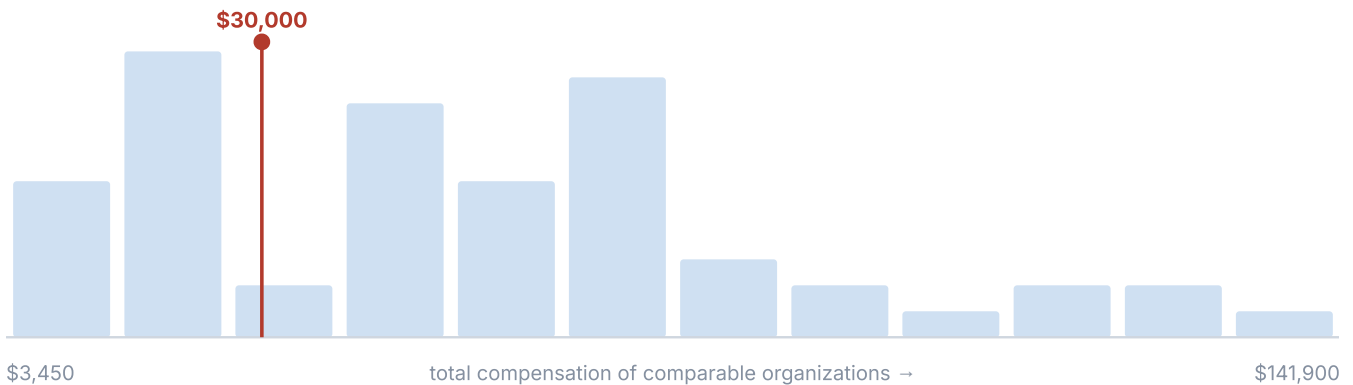
**Benchmarked executive:** Charles Foltz — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$173,968 and \$389,481 — 0.67x to 1.50x the subject's \$259,654 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + TX + budget 0.67-1.5x revenue.

55 organizations qualified on sector, size, and geography → 55 within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,405	\$23,875	\$48,789	\$68,500	\$95,503	\$30,000
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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="#">And Then A New Day</a>	TX	\$257,633	Executive Dir.	\$65,000	<b>\$65,000</b>	2023
<a href="#">The Coming Home Project</a>	TX	\$262,355	Executive Dir.	\$16,000	<b>\$16,000</b>	2023
<a href="#">Outer Court Ministries Inc</a>	TX	\$264,120	President	\$12,816	<b>\$13,341</b>	2022
<a href="#">Institute For Liberal Values</a>	TX	\$264,902	Treasurer	\$20,000	<b>\$19,426</b>	2024
<a href="#">The Oasis Center</a>	TX	\$252,559	Director	\$24,115	<b>\$23,423</b>	2024
<a href="#">Amarillo Area Mental Health</a>	TX	\$246,960	Executive Di	\$50,230	<b>\$48,789</b>	2024
<a href="#">Wings Of Blessing</a>	TX	\$272,552	Director	\$48,000	<b>\$46,623</b>	2024
<a href="#">Turner Leadership Strategies Inc</a>	TX	\$246,470	President	\$43,409	<b>\$43,409</b>	2023
<a href="#">Kingdom Servants Inc</a>	TX	\$244,775	Director/chairm	\$141,900	<b>\$141,900</b>	2023
<a href="#">Bluebirds Hope Inc</a>	TX	\$275,551	Ceo/board President	\$82,000	<b>\$79,647</b>	2024
<a href="#">Cmtm-children Matter The Most - Family Life Center</a>	TX	\$276,484	Case Management Director	\$39,130	<b>\$38,007</b>	2024
<a href="#">Beaumont Dream Center</a>	TX	\$278,394	Operations Director	\$25,962	<b>\$25,962</b>	2023
<a href="#">Global Pendulum Inc</a>	TX	\$278,972	Director	\$64,375	<b>\$62,528</b>	2024
<a href="#">El Paso Civic Education Organization</a>	TX	\$279,518	Lead Organizer	\$111,273	<b>\$111,273</b>	2023
<a href="#">Familias Triunfadoras Inc</a>	TX	\$238,486	Part Time Employee	\$12,500	<b>\$12,500</b>	2023
<a href="#">Possum Kingdom Lake Volunteer Fire</a>	TX	\$237,087	Treasurer	\$11,800	<b>\$11,461</b>	2024
<a href="#">New Life For A New Generation</a>	TX	\$235,533	President &	\$24,000	<b>\$24,000</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Citychurch Outreach Ministry Mckinney</a>	TX	\$285,475	President	\$23,931	<b>\$23,244</b>	2024
<a href="#">Home Of Joseph Foundation</a>	TX	\$288,408	Director	\$24,450	<b>\$23,749</b>	2024
<a href="#">Lila Lane Outreach</a>	TX	\$225,282	Executive Director	\$48,000	<b>\$48,000</b>	2023
<a href="#">Free The Captives</a>	TX	\$222,896	Executive Dir.	\$51,754	<b>\$51,754</b>	2023
<a href="#">Crisis Intervention Of Houston Incorporated</a>	TX	\$220,297	Executive Director	\$70,000	<b>\$70,000</b>	2023
<a href="#">Circle Of Hope Community Center</a>	TX	\$219,688	Executive Director	\$45,000	<b>\$43,709</b>	2024
<a href="#">Michael Rowan Ministries Inc</a>	TX	\$218,704	President	\$96,939	<b>\$94,158</b>	2024
<a href="#">Daughters Of The Most High God</a>	TX	\$218,340	Chief Executive	\$65,000	<b>\$65,000</b>	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 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	55 organizations. Compensation range \$3,450–\$141,900; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$259,654); for reference, expenses \$338,441 and assets \$376,410.
ROLE MATCH	Charles Foltz, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	1 peer 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	31 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	31 <sup>st</sup>
Reportable pay only (column D), adjusted	33 <sup>rd</sup>
All sources (D + E + F), adjusted	31 <sup>st</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 (Charles Foltz) 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 55 similarly situated organizations (Same NTEE sector (P20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 31<sup>st</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.