

The Michael E Thornton Foundation

Executive Director / CEO

EIN 473566922

TX · NTEE P60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Connie S Boucher, Executive Director / CEO** (\$77,000) against **every comparable organization** that fit the selection criteria — **123** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

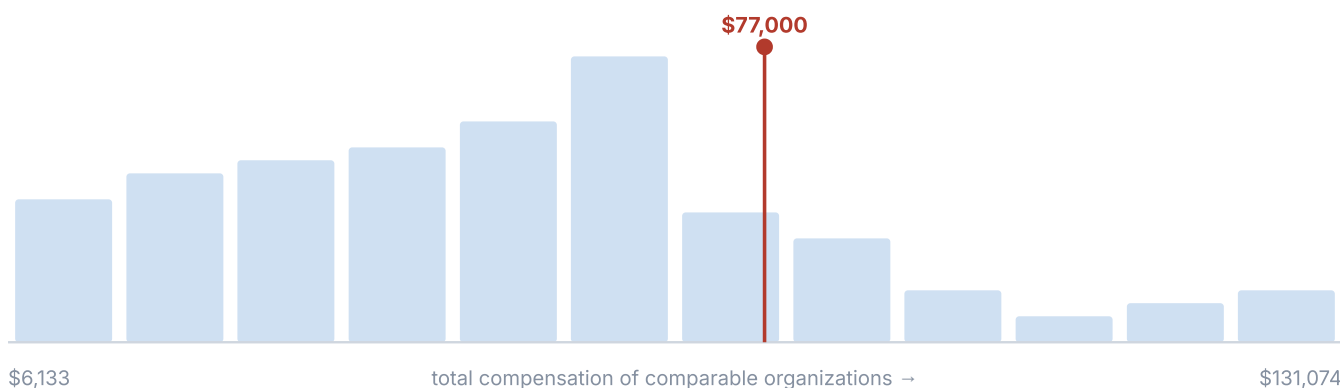
Benchmarked executive: Connie S Boucher — reported title “VICE PRESIDENT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P60).
BUDGET	Total revenue between \$318,653 and \$713,403 — 0.67x to 1.50x the subject's \$475,602 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

123 organizations qualified on sector, size, and geography → **123** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,585	\$30,778	\$53,324	\$68,824	\$89,399	\$77,000
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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
Family Promise Of Fulton	GA	\$475,665	Executive Director	\$87,736	\$88,190	2024
Powder River Energy Corporationfoundation Inc	WY	\$476,784	Executive Director	\$47,617	\$50,973	2024
Kaitlyns Kloset Mn	MN	\$478,302	Executive Director	\$7,394	\$7,519	2023
Families For Families	NJ	\$480,510	Exeecutive Director	\$50,000	\$45,946	2023
Fenton Center Of Hope	MI	\$470,277	Co-director	\$75,400	\$77,801	2024
Seeds Of Faith Inc	NH	\$482,919	Executive Director	\$56,000	\$51,692	2024
Welcoming Home	CA	\$465,368	Treasurer	\$22,501	\$19,424	2024
Pdx Diaper Bank	OR	\$464,235	Executive Director	\$44,280	\$41,108	2024
805 Undocufund	CA	\$487,066	Executive Director	\$19,091	\$16,967	2023
Good Neighbor Emergency Assistance Inc	IA	\$462,999	Executive Director	\$41,023	\$44,904	2024
God's Outreach Madison County Food	KY	\$488,610	President &	\$48,757	\$53,913	2023
The Grateful Garment Project	CA	\$488,990	Executive Director	\$69,750	\$61,989	2023
Literacy Volunteers Of Somerset County	NJ	\$458,723	Executive Director	\$88,250	\$76,738	2025
Family Promise Of Harrisburg	PA	\$495,313	Executive Di	\$65,197	\$64,996	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Compassion And Love Compasion Y Amor Community Development Corporation	FL	\$496,087	President	\$24,000	\$23,205	2023
Mustard Seed Furniture Bank Of Fort	IN	\$496,220	Executive Di	\$81,131	\$85,531	2024
Assisting The Community Together	PA	\$496,264	Executive Di	\$42,120	\$40,908	2025
Coopersville Cares	MI	\$453,398	Director	\$12,022	\$12,405	2024
Common Ground Free Store	OH	\$453,131	Executive Dir.	\$65,860	\$69,734	2024
Herrin House Of Hope	IL	\$498,258	Executive Dir.	\$52,424	\$51,523	2024
Everyone Matters Ministries	CA	\$451,890	Executive Director	\$60,000	\$53,324	2023
Friends Of Down Syndrome	TX	\$499,966	Interim Executive Director June-dec	\$29,400	\$29,400	2024
Mississippi Coats 4 Kidz	MS	\$450,452	Executive Director	\$15,700	\$17,480	2024
Common Garments Ministry Inc	KY	\$450,451	President	\$6,000	\$6,444	2024
Christian Information & Service Center	TX	\$502,614	Executive Director	\$58,500	\$58,500	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 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	123 organizations. Compensation range \$6,133–\$131,074; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$475,602); for reference, expenses \$456,608 and assets \$213,675.
ROLE MATCH	Connie S Boucher, reported title "VICE PRESIDENT", 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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	80 th
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	77 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 (Connie S Boucher) 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 123 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$77,000 is reasonable (approximately the 80th 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.