

Bold Idea Inc

Executive Director / CEO

EIN 473742945

TX · NTEE P20

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Robyn Brown, Executive Director / CEO** (\$104,121) against **every comparable organization** that fit the selection criteria — **71** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

Benchmarked executive: Robyn Brown — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

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

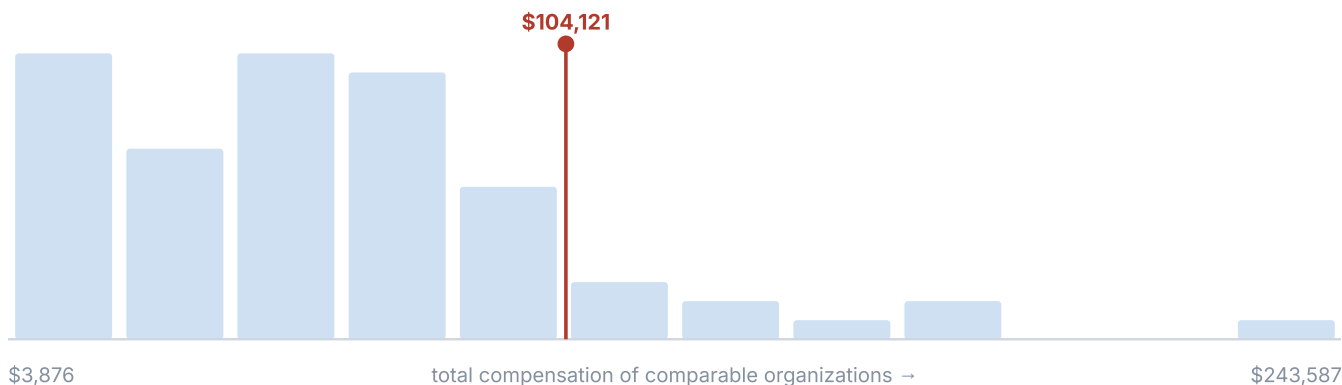
BUDGET Total revenue between \$309,850 and \$693,696 — 0.67x to 1.50x the subject's \$462,464 (the band tightens as size grows).

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

71 organizations qualified on sector, size, and geography

→ **71** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,114	\$28,592	\$56,455	\$82,449	\$114,572	\$104,121
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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
Partners In Hope - Texas	TX	\$466,281	Executive Director	\$83,080	\$87,797	2023
The Barnabas Connection	TX	\$468,825	Executive Director	\$72,486	\$74,404	2024
Rosa Es Rojo Inc	TX	\$455,811	Founder	\$62,640	\$66,197	2023
Organization For The Development Of The Indigenous Maya - Odim	TX	\$455,286	Executive Director	\$35,548	\$36,489	2024
Fam Intentional Community	TX	\$469,664	Executive Director	\$51,914	\$53,288	2024
Raindrop Foundation San Antonio	TX	\$451,138	Executive Ma	\$71,388	\$75,441	2023
The Women's Center Of Tarrant County	TX	\$479,779	President/ceo	\$22,865	\$23,470	2024
Waiting Under The Willow Foundation	TX	\$480,244	Founder/treasurer/executive Director	\$15,475	\$15,884	2024
Bridge The Gap Foundation	TX	\$482,065	Ceo	\$32,000	\$32,847	2024
Minaret Foundation	TX	\$483,180	Executive Director	\$50,500	\$51,836	2024
Loving Houston Inc	TX	\$440,562	Exec Dir (Fo	\$83,833	\$86,051	2024
Port Neches Riverfest	TX	\$492,530	Executive Di	\$13,750	\$14,114	2024
Assist The Officer Inc	TX	\$495,114	Executive Director	\$6,630	\$6,805	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Runnin Wj Therapeutic Center Inc	TX	\$496,555	Executive Dir.	\$37,500	\$39,629	2023
Bastrop Hope House	TX	\$428,009	President	\$12,100	\$12,787	2023
Global Renewal Inc	TX	\$426,132	President	\$48,600	\$51,359	2023
Cultiv8community	TX	\$501,019	Executive Dir.	\$150,000	\$158,517	2023
International Skills Inc	TX	\$504,608	Director	\$70,000	\$71,852	2024
Artvango Therapeutic Services Inc	TX	\$419,921	President And Ceo	\$62,500	\$66,049	2023
Youth Positive Impact Coaching	TX	\$419,614	Ceo	\$83,200	\$85,401	2024
Fostering Hope Austin	TX	\$507,243	Executive Director	\$99,819	\$102,460	2024
Christians In Action	TX	\$507,407	Former Executive Dir.	\$47,080	\$49,753	2023
Eveline's Sunshine Cottage	TX	\$508,426	Executive Di	\$44,038	\$45,203	2024
El Tesoro Foundation	TX	\$416,389	President & Ceo	\$18,976	\$19,478	2024
Sound The Trumpet Ministries	TX	\$415,683	President &	\$75,500	\$77,498	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 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	71 organizations. Compensation range \$3,876–\$243,587; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$462,464); for reference, expenses \$444,949 and assets \$261,244.
ROLE MATCH	Robyn Brown, reported title " <i>President & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	87 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	83 rd

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 (Robyn Brown) 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 71 similarly situated organizations (Same NTEE sector (P20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$104,121 is reasonable (approximately the 87th 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.