

Cyber Texas Foundation Inc

Executive Director / CEO

EIN 473792303

TX · NTEE B01

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Joe Sanchez, Executive Director / CEO** (\$20,323) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

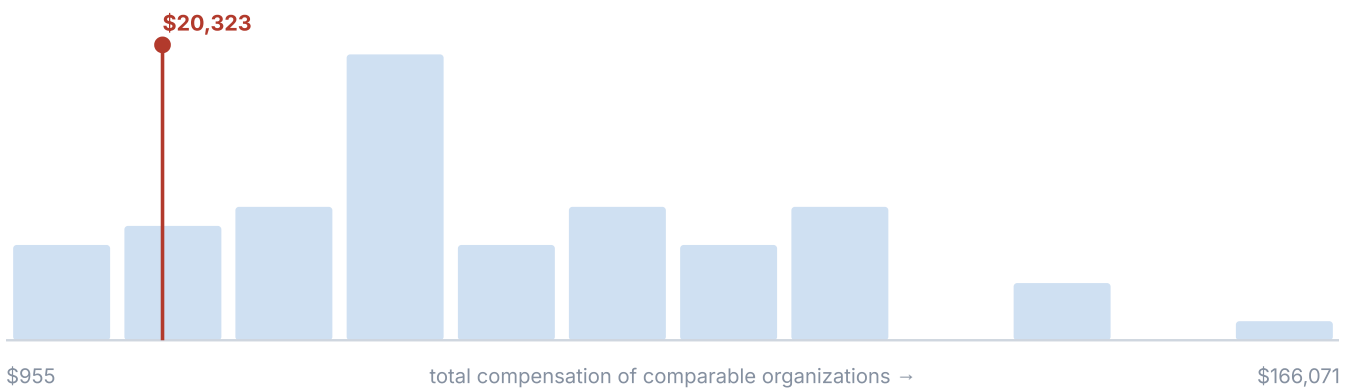
Benchmarked executive: Joe Sanchez — reported title “EXECUTIVE DIRECTOR/SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B01).
BUDGET	Total revenue between \$162,857 and \$364,606 — 0.67x to 1.50x the subject's \$243,071 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B01), nationwide + budget 0.67–1.5x revenue.

61 organizations qualified on sector, size, and geography → **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,155	\$38,904	\$54,707	\$84,686	\$103,647	\$20,323
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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
Davidsonians For Freedom Of Thought And Discourse	SC	\$243,390	Executive Director	\$80,937	\$86,904	2023
Minnesota Leadership Council On Aging	MN	\$242,300	President	\$88,000	\$84,686	2025
Local Learningthe National Network For Folk Arts In Education	NY	\$245,447	Executive Director	\$50,496	\$46,963	2023
South Carolina First Steps To	SC	\$240,260	Executive Di	\$21,173	\$22,734	2023
South Carolina First Steps To	SC	\$246,903	Executive Di	\$45,893	\$49,277	2023
South Carolina First Steps	SC	\$247,364	Executive Di	\$44,313	\$47,580	2023
Washington Student Association	WA	\$248,411	Executive Director	\$60,000	\$55,288	2023
Washington Ethnic Studies Now	WA	\$249,502	Executive Director	\$150,000	\$134,254	2024
Northstar Tutoring	DC	\$251,101	Executive Director	\$119,167	\$104,540	2024
Escucha Mi Voz Iowa	IA	\$234,190	Co-director	\$49,979	\$54,707	2024
Heart Sense Corporation	LA	\$253,733	President	\$113,968	\$125,455	2024
Charter Schools Action Fund	DC	\$254,081	Ceo Of Napcs - Until 12/23	\$30,188	\$26,483	2024
Education Justice Coalition Of Vt	VT	\$254,459	Director	\$46,202	\$47,862	2023
Folk Education Services	WA	\$229,297	Director	\$21,125	\$18,907	2024
South Carolina First Steps To	SC	\$227,937	Ed Through 4	\$61,759	\$66,312	2023
Walnut Grove Coop Inc	DE	\$259,090	Chair	\$35,640	\$33,987	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pa Families For Education Choice	PA	\$260,174	President/tr	\$33,000	\$32,898	2024
South Carolina First Steps To	SC	\$260,668	Ed-thru 6/30	\$70,246	\$75,425	2023
South Carolina First Steps To	SC	\$221,612	Executive Di	\$57,083	\$61,291	2023
R4creating	NM	\$265,057	Executive Di	\$74,567	\$82,545	2023
South Carolina First Steps To	SC	\$265,605	Executive Di	\$41,509	\$44,569	2023
The American Lyceum	VA	\$218,680	President	\$167,115	\$166,071	2023
Law And Public Safety Education	GA	\$217,301	Treasurer	\$95,233	\$98,553	2023
Es Of Choice	GA	\$216,046	Director	\$950	\$955	2024
Maine Donor Alliance Fund	ME	\$215,743	Executive Director	\$35,000	\$36,071	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	61 organizations. Compensation range \$955–\$166,071; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$243,071); for reference, expenses \$216,618 and assets \$46,972.
ROLE MATCH	Joe Sanchez, reported title <i>"EXECUTIVE DIRECTOR/SECRETARY"</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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer fall outside 1.5× 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	10 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	10 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 (Joe Sanchez) 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 10, 2026, comparing compensation against 61 similarly situated organizations (Same NTEE sector (B01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,323 is reasonable (approximately the 10th 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 10, 2026.