

Impact Austin Foundation

Executive Director / CEO

EIN 562367666

TX · NTEE T30

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Demetria Caston, Executive Director / CEO** (\$140,207) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

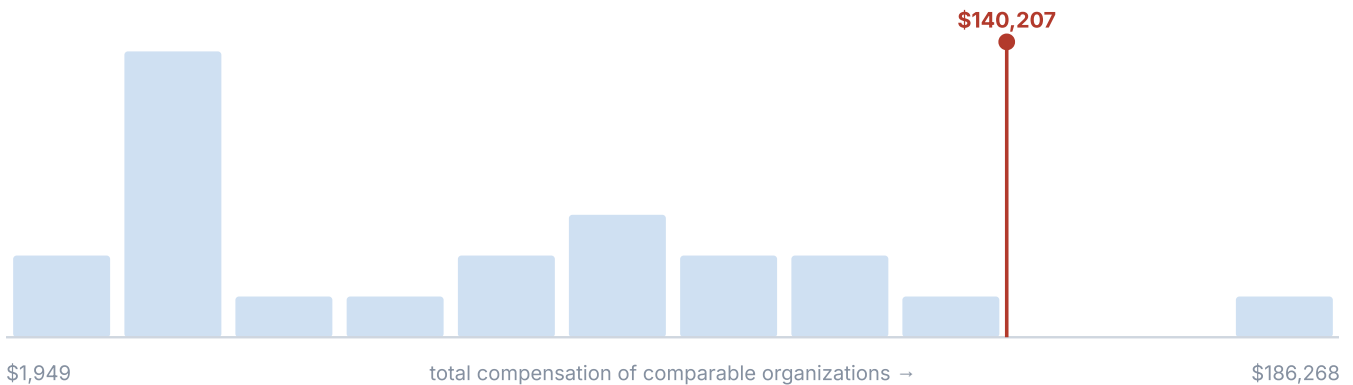
Benchmarked executive: Demetria Caston — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

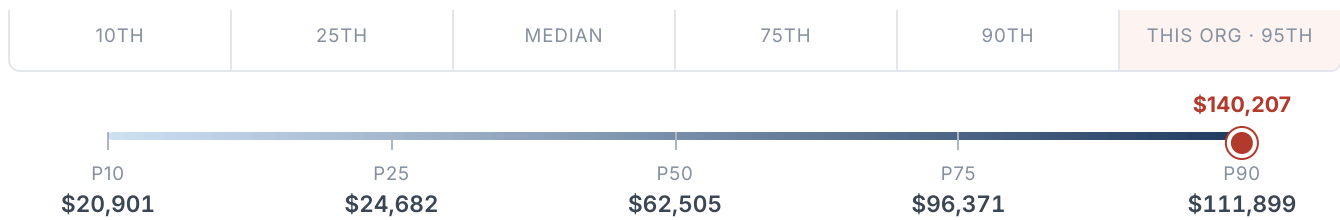
SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$311,887 and \$698,256 — 0.67x to 1.50x the subject's \$465,504 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30) + TX + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,901	\$24,682	\$62,505	\$96,371	\$111,899	\$140,207
----------	----------	----------	----------	-----------	------------------



■ 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
Rescue Her Inc	TX	\$457,182	Executive Director	\$45,000	\$45,000	2024
Cancer Services Network Inc	TX	\$487,171	Executive Director	\$70,010	\$70,010	2024
Grapevine-colleyville Isd	TX	\$442,825	Executive Dir.	\$82,500	\$82,500	2024
Pregnancy Help Center Of Galveston Inc	TX	\$491,348	Executive Director	\$71,966	\$71,966	2024
Farmers Electric Charitable Foundation	TX	\$419,884	Executive Director	\$180,924	\$186,268	2023
Brookshire Brothers Charitable	TX	\$417,884	Treasurer	\$20,236	\$20,834	2023
Houston Marathon Foundation	TX	\$417,366	Executive Director	\$22,070	\$21,501	2025
The Dee Howard Foundation	TX	\$521,297	Executive Director	\$108,894	\$112,110	2023
Vandergrift Lacrosse Booster	TX	\$409,148	Program Director	\$30,000	\$29,227	2025
Houston Food Bank Endowment Inc	TX	\$404,475	President & Ceo	\$76,743	\$79,010	2023
Mansfield Isd Education Foundation	TX	\$530,474	Executive Di	\$100,009	\$102,963	2023
Big Brothers Big Sisters Lone Star	TX	\$545,495	Ceo	\$3,888	\$3,888	2024
Family Promise Of Clear Creek	TX	\$375,801	Executive Dir.	\$82,364	\$82,364	2024
B O N A Foundation Inc	TX	\$557,126	President	\$1,949	\$1,949	2024
Otis And Rosie Brown Foundation	TX	\$559,612	Executive Dir.	\$24,000	\$24,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Wine & Food Foundation Of Texas	TX	\$567,369	Executive Director	\$127,331	\$127,331	2024
Foundation For Community Empowerment	TX	\$360,485	Treasurer	\$31,000	\$31,000	2024
Nami Greater Houston	TX	\$583,229	Chief Executive Officer	\$110,000	\$110,000	2024
Lyc Concours Corporation	TX	\$592,309	Concours Cha	\$55,000	\$55,000	2024
Great Southwest Equestrian Foundation	TX	\$328,505	Treasurer/director	\$23,832	\$23,832	2024
Hope Hospice Foundation	TX	\$623,713	Executive Di	\$26,726	\$26,726	2024
Glory Reborn Inc	TX	\$646,238	Director	\$100,995	\$100,995	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	22 organizations. Compensation range \$1,949–\$186,268; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$465,504); for reference, expenses \$654,087 and assets \$411,941. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Demetria Caston, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers 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	95 th
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	73 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 (Demetria Caston) 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 22 similarly situated organizations (Same NTEE sector (T30) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$140,207 is reasonable (approximately the 95th 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.