

# Kaleidoscope Ministries

Executive Director / CEO

This analysis benchmarks the total compensation of **Jennifer R Smithers, Executive Director / CEO** (\$62,292) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jennifer R Smithers — 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 (P20).

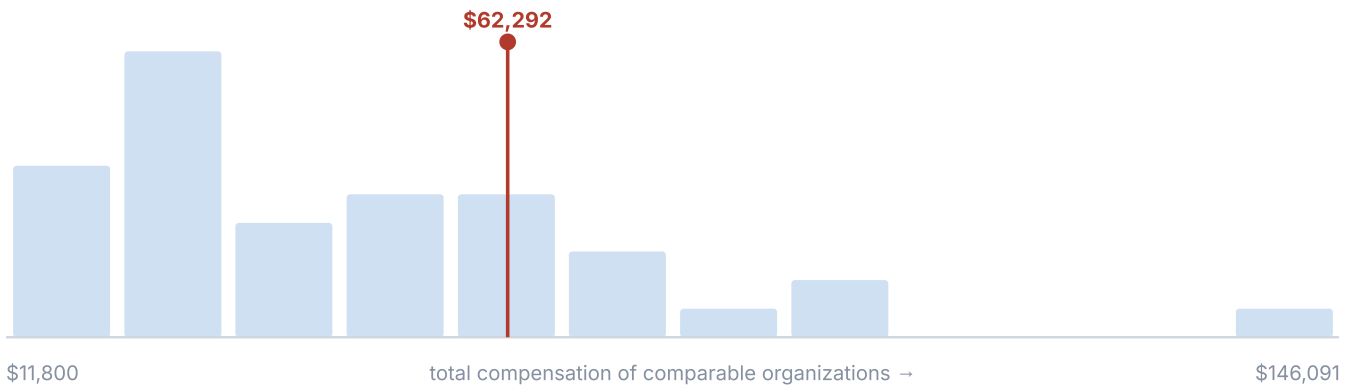
**BUDGET** Total revenue between \$119,257 and \$266,995 — 0.67x to 1.50x the subject's \$177,997 (the band tightens as size grows).

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

**37** organizations qualified on sector, size, and geography

→ **37** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,589	\$24,115	\$44,691	\$66,055	\$77,403	\$62,292
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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="#">Dream Fund</a>	TX	\$177,171	Executive Director	\$66,000	<b>\$66,000</b>	2024
<a href="#">Deep Roots Ministries Inc</a>	TX	\$175,816	Executive Director	\$41,100	<b>\$42,314</b>	2023
<a href="#">Ifs Empowerment Center</a>	TX	\$171,941	President & Ceo	\$24,550	<b>\$24,550</b>	2024
<a href="#">Testicular Cancer Foundation</a>	TX	\$184,198	Ceo	\$23,000	<b>\$23,000</b>	2024
<a href="#">311 Ministries</a>	TX	\$184,586	Executive Director	\$64,160	<b>\$66,055</b>	2023
<a href="#">Veteran Womens Enterprise Center</a>	TX	\$185,752	Ceo/founder	\$30,000	<b>\$30,886</b>	2023
<a href="#">Intrepid Care</a>	TX	\$191,302	Barker	\$48,071	<b>\$48,071</b>	2024
<a href="#">Helping Hands Of Kilgore</a>	TX	\$162,622	Executive Dir.	\$33,000	<b>\$33,000</b>	2024
<a href="#">Interrwellness Retreat Center Inc</a>	TX	\$156,721	President	\$23,000	<b>\$23,000</b>	2024
<a href="#">Inspiring Tomorrows Leaders</a>	TX	\$200,582	President & Ceo	\$67,000	<b>\$68,979</b>	2023
<a href="#">Power House Recovery Center</a>	TX	\$151,253	Dir Treasurer	\$29,389	<b>\$30,257</b>	2023
<a href="#">Dallas Kids First</a>	TX	\$150,321	Director, Bo	\$59,601	<b>\$61,361</b>	2023
<a href="#">Backpack Friends Incorporated</a>	TX	\$207,581	Executive Director	\$82,955	<b>\$85,405</b>	2023
<a href="#">Baptist Center For Global Concerns</a>	TX	\$139,797	President	\$38,179	<b>\$39,307</b>	2023
<a href="#">Ebby Halliday Foundation</a>	TX	\$216,943	Chairman	\$50,000	<b>\$50,000</b>	2024
<a href="#">Daughters Of The Most High God</a>	TX	\$218,340	Chief Executive	\$65,000	<b>\$66,920</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Michael Rowan Ministries Inc</a>	TX	\$218,704	President	\$96,939	<b>\$96,939</b>	2024
<a href="#">Moms Club</a>	TX	\$137,035	Chairman, President And Director	\$24,000	<b>\$24,000</b>	2024
<a href="#">Circle Of Hope Community Center</a>	TX	\$219,688	Executive Director	\$45,000	<b>\$45,000</b>	2024
<a href="#">Crisis Intervention Of Houston Incorporated</a>	TX	\$220,297	Executive Director	\$70,000	<b>\$72,068</b>	2023
<a href="#">Free The Captives</a>	TX	\$222,896	Executive Dir.	\$51,754	<b>\$53,283</b>	2023
<a href="#">Lila Lane Outreach</a>	TX	\$225,282	Executive Director	\$48,000	<b>\$49,418</b>	2023
<a href="#">The Pat Green Foundation</a>	TX	\$127,906	Executive Director	\$67,650	<b>\$69,648</b>	2023
<a href="#">Capernaum Inc</a>	TX	\$124,878	President	\$96,031	<b>\$98,867</b>	2023
<a href="#">Medina County Food Pantry</a>	TX	\$123,585	Manager	\$21,488	<b>\$22,123</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 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	<b>37</b> organizations. Compensation range \$11,800–\$146,091; filing years 2022–2024.
SIZE BASIS	Matched on total revenue (\$177,997); for reference, expenses \$266,794 and assets \$14,995. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Jennifer R Smithers, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 2 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	70 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	70 <sup>th</sup>
Reportable pay only (column D), adjusted	70 <sup>th</sup>
All sources (D + E + F), adjusted	65 <sup>th</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 (Jennifer R Smithers) 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 37 similarly situated organizations (Same NTEE sector (P20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,292 is reasonable (approximately the 70<sup>th</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.