

Texarkana Volunteer Services Bureau Inc

Executive Director / CEO

EIN 710408622
TX · NTEE T40Z
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Amy Lemley, Executive Director / CEO** (\$41,573) against **every comparable organization** that fit the selection criteria — **590** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

Benchmarked executive: Amy Lemley — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

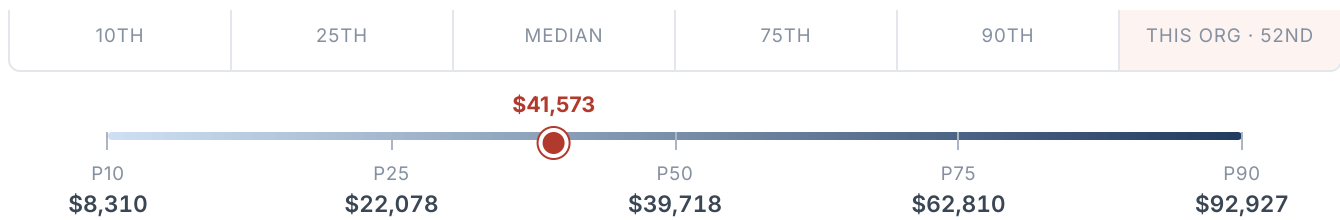
SECTOR	Organizations sharing the subject's NTEE classification (T40Z).
BUDGET	Total revenue between \$127,435 and \$285,303 — 0.67x to 1.50x the subject's \$190,202 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

590 organizations qualified on sector, size, and geography → **590** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,310	\$22,078	\$39,718	\$62,810	\$92,927	\$41,573
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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
Equality Illinois	IL	\$190,104	Secretary/ Ceo	\$147,094	\$148,836	2023
United Way Of Rockbridge Inc	VA	\$190,380	Executive Director	\$38,000	\$37,762	2023
The Unity Foundation	MN	\$190,402	Executive Director	\$62,263	\$61,504	2024
Metro Area Youth Foundation	NE	\$189,673	Secretary	\$6,479	\$7,172	2023
Shuchman Lesser Foundation Co Silicon Valley Community Foundation	CA	\$190,741	Secretary	\$34,612	\$30,760	2023
Vernacular Video Mission International Inc	MN	\$190,832	Executive Director	\$62,640	\$61,876	2024
The Hatedust Project Inc	CA	\$190,966	President	\$20,145	\$17,903	2023
Torah Synagogue Foundation	NY	\$189,200	Treasurer	\$38,000	\$33,442	2025
Midland Teen Court Inc	TX	\$191,243	Exec Dir	\$83,499	\$83,499	2024
The Luxury Education Foundation	NY	\$191,252	Employee	\$130,000	\$120,904	2023
E Kneale Dockstader Foundation	PA	\$191,524	Foundation M	\$38,048	\$36,953	2025
Mennen Environmental Foundation	CA	\$191,557	Executive Dir.	\$40,000	\$35,549	2023
Sbam Foundation	MI	\$191,780	President	\$7,678	\$7,923	2024
United Way Of Whitman County	WA	\$188,519	Executive Director	\$51,624	\$46,205	2024
Neuropsychanalysis Foundation	NY	\$191,973	Executive Director	\$23,833	\$22,165	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Good Neighbor Network	OR	\$188,192	Board Member	\$11,667	\$10,831	2024
Rural Oklahoma Community Foundation	OK	\$188,073	Trustee	\$36,220	\$41,049	2023
Pennsylvania Hunt Cup Committee	PA	\$187,672	Race Directo	\$31,000	\$30,108	2025
Jamestown United Way	ND	\$187,625	Executive Director	\$23,850	\$26,165	2024
United Way Of Dodge City Inc	KS	\$187,579	Executive Director	\$52,530	\$56,732	2024
Member To Member Inc	PA	\$192,950	President & Ceo	\$77,918	\$77,678	2024
Greater Columbus Community Helping	OH	\$193,012	Executive Di	\$85,000	\$90,000	2024
United Way Of Fulton County	OH	\$193,032	Administrato	\$63,000	\$68,676	2023
The Reis Bisor Foundation	TX	\$193,196	Treasurer	\$29,957	\$29,957	2024
Community Foundation Realty Inc	LA	\$186,777	President/director	\$75,968	\$83,625	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 590 organizations. Compensation range \$98–\$748,586; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$190,202); for reference, expenses \$196,644 and assets \$386,244.

ROLE MATCH	Amy Lemley, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	176 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	28 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	52 nd
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	35 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 (Amy Lemley) 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 590 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,573 is reasonable (approximately the 52nd 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.