

Texas Veterinary Medical Foundation

Executive Director / CEO

EIN 741983485
 TX · NTEE D124
 FY ending 2023-06-30
 June 13, 2026

This analysis benchmarks the total compensation of **Troy Alexander, Executive Director / CEO** (\$15,381) against **every comparable organization** that fit the selection criteria — **630** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Troy Alexander — reported title “NEW 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 (D124).
BUDGET	Total revenue between \$300,654 and \$673,107 — 0.67x to 1.50x the subject's \$448,738 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

630 organizations qualified on sector, size, and geography → **630** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,870	\$25,963	\$46,437	\$63,722	\$83,923	\$15,381
----------	----------	----------	----------	----------	-----------------



● 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
French Bulldog Rescue Network	MA	\$449,069	Treasurer	\$5,000	\$4,363	2024
Inland Nw Wildlife Council	WA	\$449,169	Executive Director	\$17,235	\$14,984	2024
Potters Angels Rescue Inc	VT	\$448,227	Executive Dir.	\$2,500	\$2,443	2024
Hawk Ridge Bird Observatory Inc	MN	\$449,715	Executive Director	\$71,744	\$68,836	2024
Ric Obarrys Dolphin Project	FL	\$447,609	President	\$60,300	\$56,630	2023
Strength Of Shadow Dog Rescue Inc	CA	\$447,518	Ceo	\$10,803	\$9,058	2024
State Humane Association Of Ca	CA	\$450,141	Ceo	\$168,714	\$145,639	2023
Reef Ball Foundation Inc	GA	\$447,117	Executive Director	\$83,059	\$81,093	2024
Peace 4 Animals	TX	\$447,109	President &	\$150,000	\$145,697	2024
Merwin Memorial Free Clinic For	MA	\$450,427	Treasurer	\$36,868	\$32,169	2024
Handover Rover	AZ	\$446,799	Director	\$51,877	\$48,445	2024
Wildlife Center Of The North Coast	OR	\$450,780	Executive Director	\$60,000	\$54,104	2024
Helping Hands Humane Society	KS	\$450,922	Trustee	\$9,523	\$10,285	2023
Bradys K9 Fund	OH	\$451,323	President	\$49,410	\$50,815	2024
Humane Society Of Moultrie And	GA	\$445,336	Director Of	\$41,916	\$40,924	2024
Thompson River Animal Care Shelter	MT	\$452,210	Manager	\$39,540	\$41,387	2024
Barrio Dogs Inc	TX	\$445,165	President	\$64,668	\$62,813	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pet Central Helps	IL	\$452,430	President	\$53,000	\$58,567	2021
Little Guild Of St Francis	CT	\$452,636	Executive Director	\$110,000	\$100,147	2024
Cove Animal Rescue Corporation	NY	\$444,436	Executive Director	\$26,612	\$23,351	2024
The Pet Connection Incorporated	KS	\$443,913	President	\$12,000	\$12,588	2024
Alliance For Contraception In Cats & Dogs	MI	\$453,609	President	\$110,000	\$110,247	2024
Friends Of Metro Animal Services Inc	KY	\$453,895	Executive Director	\$42,294	\$44,122	2024
Animal Rescue Mission	CA	\$442,945	President	\$87,600	\$75,619	2023
Brigadoon Service Dogs	WA	\$442,845	Executive Director	\$55,363	\$49,551	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 2023 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 630 organizations. Compensation range \$126–\$338,225; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$448,738); for reference, expenses \$814,444 and assets \$3,317,608. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Troy Alexander, reported title "*NEW EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 18 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	15 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (Troy Alexander) 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 13, 2026, comparing compensation against 630 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,381 is reasonable (approximately the 15th 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 13, 2026.