

The 100 Club Of Central Texas

Executive Director / CEO

EIN 742265748
TX · NTEE I60I
FY ending 2024-12-31
June 13, 2026

This analysis benchmarks the total compensation of **Grahame Jones, Executive Director / CEO** (\$86,184) against **every comparable organization** that fit the selection criteria — **560** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

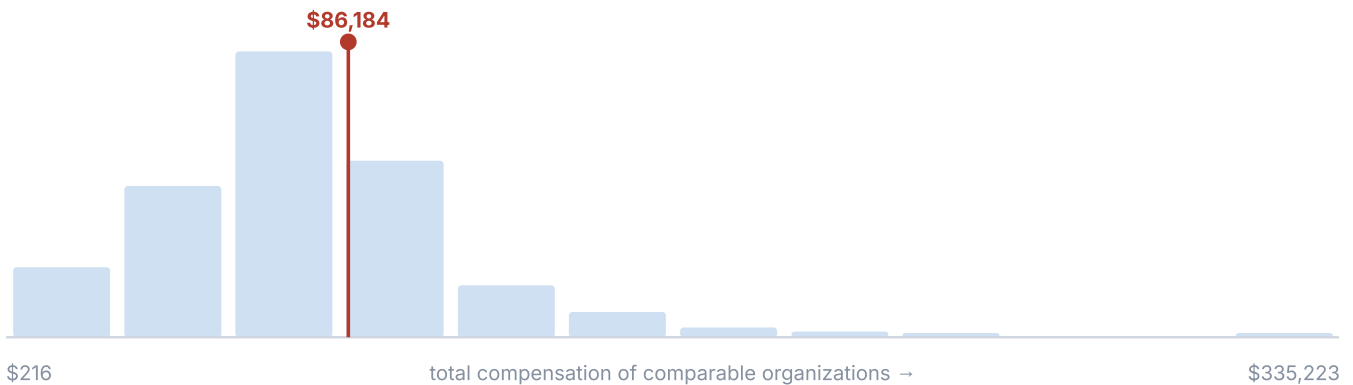
Benchmarked executive: Grahame Jones — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I60I).
BUDGET	Total revenue between \$299,820 and \$671,239 — 0.67x to 1.50x the subject's \$447,493 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

560 organizations qualified on sector, size, and geography → **560** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$31,305	\$52,745	\$74,036	\$96,104	\$119,823	\$86,184
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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
Americanwitness Inc	DC	\$447,121	Chairman Of The Boardpublish	\$75,000	\$67,737	2023
Casa Of Grant County Inc	IN	\$448,126	Executive Director	\$67,097	\$72,825	2023
Hartford Community Resorative Justice Center Inc	VT	\$448,296	Executive Director	\$62,170	\$64,404	2023
Mustard Seed Project	NC	\$448,990	President	\$32,000	\$33,054	2024
Young New Yorkers Inc	NY	\$449,219	Executive Dir.	\$191,537	\$173,024	2024
Court Appointed Special Advocates	CA	\$449,269	Executive Director	\$76,387	\$67,887	2023
Free The Ballot Incarcerated Voter Family Network	PA	\$449,333	Executive Director	\$61,011	\$60,823	2024
Community Recovery Alliance Inc	MI	\$445,168	Executive Di	\$69,995	\$72,224	2024
Mill Creek Senior Housing Corp	MI	\$444,518	Administrator	\$55,148	\$56,904	2024
Open Hands Legal Services Inc	NY	\$443,206	Executive Director	\$107,981	\$100,425	2023
The Lifeguard Group Inc	MT	\$452,558	President	\$7,148	\$7,703	2024
Three Sisters Gardens	NV	\$442,200	Ceo	\$104,000	\$104,214	2024
Innocent	MI	\$452,829	President	\$88,000	\$90,803	2024
Dispute Resolution Center Of	MI	\$453,541	Executive Director	\$81,931	\$87,037	2023
Red Lodge Transition Services	OR	\$454,677	Executive Dir.	\$60,345	\$56,022	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Childrens Advocacy Center Of	IL	\$439,994	Executive Direc	\$77,214	\$73,931	2025
Conflict Resolution Center Of Montgomery	MD	\$439,875	Executive Dir.	\$95,542	\$91,933	2023
Christian Legal Clinics Of Philadelphia	PA	\$455,121	Executive Director	\$92,475	\$92,190	2024
Pennsylvanians For Modern Courts	PA	\$455,446	President & Ceo	\$150,087	\$149,625	2024
South Alabama Volunteer Lawyers Program	AL	\$455,874	Executive Director	\$70,449	\$78,332	2023
Sexual Assault Support Center Inc	GA	\$439,024	Executive Di	\$54,500	\$54,782	2024
National Academy Of Elder Law Attorneys	VA	\$456,260	Interim Ceo	\$40,541	\$39,132	2024
Tree Top Child Advocacy Center	CO	\$438,615	Executive Director	\$82,531	\$79,113	2024
Casa Of The Heartland	KY	\$438,582	Executive Director	\$55,740	\$61,634	2023
Voices For Children Inc	MD	\$438,297	Executive Director	\$84,342	\$76,795	2025

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 **560** organizations. Compensation range \$216–\$335,223; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$447,493); for reference, expenses \$370,758 and assets \$1,799,510.
ROLE MATCH	Grahame Jones, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	21 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	66 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	62 nd

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 (Grahame Jones) 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 560 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$86,184 is reasonable (approximately the 66th 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.