

Texas Organization Of Residential Care Homes

Executive Director / CEO

EIN 742534955
TX · NTEE S41
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **John Darby, Executive Director / CEO** (\$61,962) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

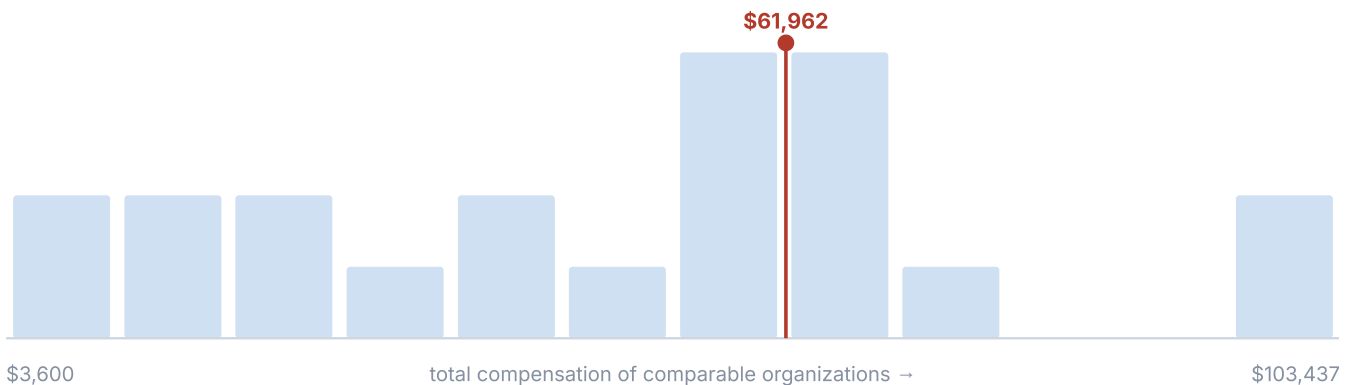
Benchmarked executive: John Darby — reported title "Secretary", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

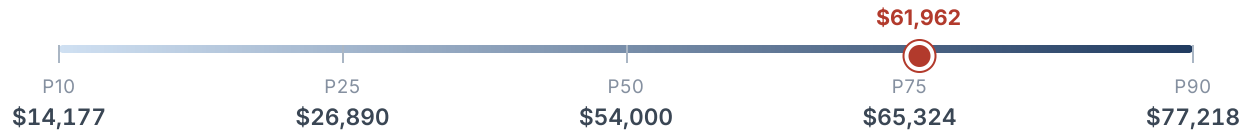
SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$112,054 and \$250,869 — 0.67x to 1.50x the subject's \$167,246 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41) + TX + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,177 10TH	\$26,890 25TH	\$54,000 MEDIAN	\$65,324 75TH	\$77,218 90TH	\$61,962 THIS ORG · 67TH
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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
Brazoria County Hispanic Chamber Of Commerce	TX	\$168,188	President	\$50,601	\$50,601	2024
Texas Alternative Investments Association Inc	TX	\$163,149	Secretary	\$10,661	\$10,661	2024
Greater East Dallas Chamber Of Commerce	TX	\$162,675	Executive Staff	\$39,900	\$41,079	2023
Ellinger Chamber Of Commerce	TX	\$161,046	Director	\$3,600	\$3,600	2024
The Colony Chamber Of Commerce Inc	TX	\$160,967	Executive Director	\$26,890	\$26,890	2024
Lower Rio Grande Valley Chapter Of	TX	\$160,611	Executive Di	\$65,114	\$67,037	2023
International Association Of Venue	TX	\$157,024	President & Ceo	\$28,854	\$28,854	2024
Texas Business Roundtable	TX	\$182,354	Exec Director	\$66,000	\$67,949	2023
Camara De Comercio Hispana	TX	\$187,890	Executive Di	\$24,122	\$24,122	2024
Fort Davis Chamber Of Commerce	TX	\$194,789	Executive Director	\$13,770	\$14,177	2023
Association Of Extremity Nerve Surgeons	TX	\$202,068	Director	\$53,722	\$55,309	2023
Commonwealth Business Travel Group Inc	TX	\$128,868	Executive Director	\$40,788	\$41,993	2023
Alafave Inc	TX	\$209,157	Executive Director	\$54,000	\$54,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Unitedc3 Inc	TX	\$209,835	Co-executive Director	\$63,450	\$65,324	2023
National Association Of Certified	TX	\$216,295	Executive Dir.	\$100,000	\$100,000	2024
Orange Chamber Of Commerce	TX	\$227,908	President & Ceo	\$77,218	\$77,218	2024
Main Street Texarkana	TX	\$229,139	Executive Dir.	\$60,320	\$60,320	2024
The Texas Cotton Association	TX	\$231,903	Exec Vice Pres	\$63,000	\$63,000	2024
Desoto Chamber Of Commerce	TX	\$232,518	Presidentceo	\$60,000	\$61,772	2023
Asc Inc	TX	\$241,661	Ceo	\$103,437	\$103,437	2024
Alamo Angels	TX	\$250,232	Executive Director	\$16,360	\$16,843	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.

Sample, role match & sensitivity

PEER COUNT	21 organizations. Compensation range \$3,600–\$103,437; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$167,246); for reference, expenses \$174,750 and assets \$59,455.
ROLE MATCH	John Darby, reported title <i>"Secretary"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	2 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	67 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	57 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 (John Darby) 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 21 similarly situated organizations (Same NTEE sector (S41) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,962 is reasonable (approximately the 67th 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.