

Consumer Fund Of Texas Inc

Executive Director / CEO

EIN 742701735
 TX · NTEE S44Z
 FY ending 2023-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Sandra Haverlah, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **1764** 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: Sandra Haverlah — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S44Z).
BUDGET	Total revenue between \$306,780 and \$686,823 — 0.67x to 1.50x the subject's \$457,882 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

1,764 organizations qualified on sector, size, and geography → **1,764** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,113	\$49,872	\$78,799	\$111,545	\$155,219	\$30,000
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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
Sister Bay Advancement Association	WI	\$457,953	Comm Coordin	\$53,131	\$53,880	2024
Palm Beach County League Of Cities	FL	\$458,020	Executive Di	\$155,264	\$141,630	2024
United Partners For Human Services	FL	\$457,707	Executive Di	\$107,429	\$95,469	2025
Mediation Center Of Dutchess	NY	\$457,656	Executive Di	\$84,460	\$74,108	2024
San Juan United Way	NM	\$458,229	Exec Directo	\$85,606	\$89,405	2024
American Concrete Pavement	NY	\$458,268	Executive Di	\$95,582	\$83,867	2024
Gibson County Economic Development Corporation	IN	\$457,365	Executive Director	\$107,796	\$110,381	2024
Oregon Society Of Medical Oncology	WA	\$457,317	Exec V. Pres	\$162,700	\$141,443	2024
Teamwomenmn	MN	\$458,531	Executive Di	\$149,750	\$147,924	2023
Lowell Development & Financial Corp	MA	\$458,536	Executive Di	\$151,318	\$132,035	2024
Identity Clark County	WA	\$458,605	Policy And Projects Coordinator	\$2,143	\$1,918	2023
Conway Downtown Alive Inc	SC	\$457,137	Executive Director	\$73,363	\$74,316	2024
Towerside Innovation District	MN	\$457,064	Executive Director	\$83,000	\$79,636	2024
Division Midway Alliance For	OR	\$458,798	Executive Dir.	\$90,189	\$81,326	2024
100 Black Men Greater Mobile Inc	AL	\$458,808	Executive Director	\$50,995	\$53,495	2024
Marietta Welcome Center Inc	GA	\$458,815	Executive Director	\$64,453	\$64,786	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sync Space Entrepreneur Center	TN	\$456,808	President, Ed	\$124,800	\$124,096	2025
Nevada Rural Electric Association	NV	\$459,040	Executive Director	\$164,976	\$160,573	2024
Wellfleet Preservation Hall Inc	MA	\$456,639	Executive Di	\$92,000	\$80,276	2024
Riverfront Plaza Garage Management	NJ	\$459,223	President	\$33,427	\$29,836	2023
San Ysidro Improvement Corporation	CA	\$456,534	Executive Director	\$115,074	\$99,336	2023
International Society Of	OR	\$459,264	Executive Di	\$108,426	\$100,659	2023
Grand County Board Of Realtors	CO	\$459,320	Executive Dir.	\$92,340	\$85,976	2024
Urban Collaborative Project	CA	\$456,418	Chief Executive Officer	\$9,150	\$7,899	2023
The 516 Project Inc	VA	\$456,330	President	\$76,650	\$71,863	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 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 1764 organizations. Compensation range \$1–\$1,108,599; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$457,882); for reference, expenses \$351,215 and assets \$408,100.

ROLE MATCH Sandra Haverlah, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	215 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	71 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)	14 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	9 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 (Sandra Haverlah) 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 1764 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 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.