

# Heart Of Texas Regional Advisory Council

Executive Director / CEO

EIN 742707640  
 TX · NTEE M024  
 FY ending 2024-12-31  
 June 13, 2026

This analysis benchmarks the total compensation of **Chris Meyer, Executive Director / CEO** (\$88,697) against **every comparable organization** that fit the selection criteria — **332** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Chris Meyer — 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 (M024).
BUDGET	Total revenue between \$328,815 and \$736,153 — 0.67x to 1.50x the subject's \$490,769 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

**332** organizations qualified on sector, size, and geography → **332** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$1,319	\$4,509	\$18,673	\$64,086	\$99,598	\$88,697
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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
<a href="#">Nseaswim</a>	NC	\$490,765	Head Coach	\$65,142	<b>\$67,288</b>	2024
<a href="#">Project Give Back To Community</a>	VA	\$491,529	President	\$86,397	<b>\$85,857</b>	2023
<a href="#">Blossburg Volunteer Fire Department</a>	PA	\$491,559	Treasurer	\$2,625	<b>\$2,695</b>	2023
<a href="#">Burnet Volunteer Fire Department</a>	TX	\$492,405	Fire Chief	\$50,000	<b>\$50,000</b>	2024
<a href="#">Haverford Township Volunteer</a>	PA	\$488,912	Treasurer	\$4,000	<b>\$3,988</b>	2024
<a href="#">Jeb Stuart Rescue Squad Incorporated</a>	VA	\$493,464	Secretary	\$290	<b>\$289</b>	2023
<a href="#">Southwestern Section Imsa Inc</a>	TX	\$493,520	President/di	\$4,300	<b>\$4,300</b>	2024
<a href="#">Holly Grove Fire Department Inc</a>	NC	\$495,181	Vice President	\$36,210	<b>\$36,439</b>	2025
<a href="#">Behind The Scenes Foundation</a>	CT	\$485,902	Executive Di	\$130,197	<b>\$122,036</b>	2024
<a href="#">Central United States Earthquake</a>	TN	\$485,331	Executive Director	\$66,341	<b>\$71,771</b>	2023
<a href="#">Crashcourse Village Inc</a>	OH	\$496,878	Treasurer/secretary	\$27,733	<b>\$28,607</b>	2025
<a href="#">Glenn Dale Fire Association Inc</a>	MD	\$484,409	Treasurer	\$22,830	<b>\$21,337</b>	2024
<a href="#">Elk River Fire Department Relief</a>	MN	\$483,667	President (Thru 12/01/2024)	\$416	<b>\$411</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Belmont Hills Fire Company</a>	PA	\$498,280	Financial Se	\$4,500	<b>\$4,486</b>	2024
<a href="#">Volunteer And Exempt Firemens Benevolent</a>	NY	\$498,841	President	\$599	<b>\$541</b>	2024
<a href="#">Beasley Community Volunteer Fire</a>	TX	\$482,667	Assist Fire Chief	\$17,550	<b>\$17,550</b>	2024
<a href="#">Falkland Rescue Squad</a>	NC	\$482,491	Captain	\$81,191	<b>\$83,866</b>	2024
<a href="#">Brightside Foundation Inc</a>	KY	\$481,773	Ceo - Non Voting	\$36,333	<b>\$40,175</b>	2023
<a href="#">Teachers Unify To End Gun Violence</a>	CT	\$500,365	Executive Dir.	\$48,462	<b>\$44,254</b>	2025
<a href="#">Lafayette Community Fire Protection</a>	MN	\$480,602	Treasurer	\$600	<b>\$578</b>	2025
<a href="#">Molecular Biology Consortium</a>	IL	\$501,234	Beamline Director	\$283,070	<b>\$278,204</b>	2024
<a href="#">Cold Water Volunteer Fire Department</a>	NC	\$479,971	President	\$13,311	<b>\$13,750</b>	2024
<a href="#">Collier Disaster Alliance</a>	FL	\$479,909	Executive Di	\$23,706	<b>\$22,263</b>	2024
<a href="#">North Carolina Association Of Fire Chiefs</a>	NC	\$479,874	Executive Director	\$36,000	<b>\$38,284</b>	2023
<a href="#">Grosse Pointe Public Safety</a>	MI	\$502,022	Executive Di	\$41,059	<b>\$42,367</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	332 organizations. Compensation range \$137–\$304,762; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$490,769); for reference, expenses \$444,726 and assets \$641,344.
ROLE MATCH	Chris Meyer, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	87 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	87 <sup>th</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	84 <sup>th</sup>

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 (Chris Meyer) 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 332 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$88,697 is reasonable (approximately the 87<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination

concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.