

Allied Womens Center Of San Antonio

Executive Director / CEO

EIN 742720027
 TX · NTEE P20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Tere Haring, Executive Director / CEO** (\$68,000) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

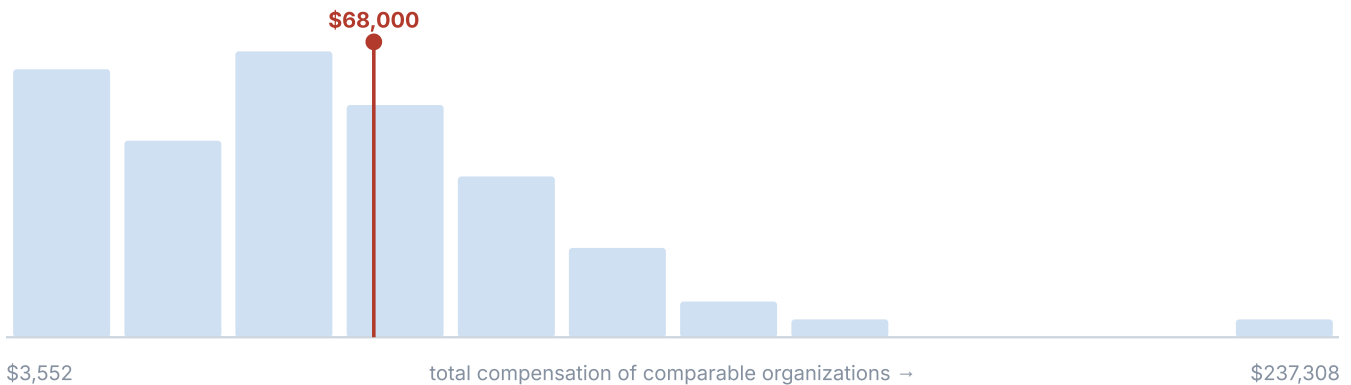
Benchmarked executive: Tere Haring — reported title "At-Large", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$265,125 and \$593,563 — 0.67x to 1.50x the subject's \$395,709 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + TX + budget 0.67–1.5x revenue.

73 organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,150	\$24,709	\$54,854	\$80,647	\$108,387	\$68,000
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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
Haven Of Rest Ministries Inc	TX	\$397,597	Executive Director	\$39,798	\$40,974	2023
God's Open Door To Eternal Life Inc	TX	\$393,169	President/ex	\$19,250	\$19,250	2024
Successful Connections Inc	TX	\$392,686	Executive Di	\$80,000	\$80,000	2024
Redemptive Faith Inc	TX	\$401,026	President	\$47,584	\$47,584	2024
Spirit Of Sharing Inc	TX	\$387,998	Director	\$16,925	\$17,425	2023
Texas Christian Community Development Network	TX	\$386,784	Executive Director	\$71,266	\$73,371	2023
In His Care Ministries	TX	\$386,578	Ceo	\$122,500	\$122,500	2024
Hub City Outreach Center	TX	\$385,543	Executive Director	\$52,737	\$52,737	2024
Crowley House Of Hope	TX	\$385,389	Director Of Operations	\$57,717	\$59,422	2023
Sound The Trumpet Ministries	TX	\$415,683	President &	\$75,500	\$75,500	2024
El Tesoro Foundation	TX	\$416,389	President & Ceo	\$18,976	\$18,976	2024
Youth Positive Impact Coaching	TX	\$419,614	Ceo	\$83,200	\$83,200	2024
Artvango Therapeutic Services Inc	TX	\$419,921	President And Ceo	\$62,500	\$64,346	2023
Global Renewal Inc	TX	\$426,132	President	\$48,600	\$50,036	2023
Fatherless Network Or Widows And Orphans	TX	\$363,779	President	\$42,000	\$43,241	2023
Bastrop Hope House	TX	\$428,009	President	\$12,100	\$12,457	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Navidad En El Barrio	TX	\$354,178	Executive Director	\$24,000	\$24,709	2023
Loving Houston Inc	TX	\$440,562	Exec Dir (Fo	\$83,833	\$83,833	2024
Raindrop Foundation San Antonio	TX	\$451,138	Executive Ma	\$71,388	\$73,497	2023
Transformation House	TX	\$338,538	Executive Driector	\$71,845	\$73,967	2023
Organization For The Development Of The Indigenous Maya - Odim	TX	\$455,286	Executive Director	\$35,548	\$35,548	2024
Refresh Frisco	TX	\$335,705	Executive Director	\$8,654	\$8,910	2023
Rosa Es Rojo Inc	TX	\$455,811	Founder	\$62,640	\$64,490	2023
Brave Communities	TX	\$333,912	Executive Director	\$78,333	\$80,647	2023
Unique Avenue	TX	\$329,498	Executive Director	\$99,246	\$99,246	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.

■ Sample, role match & sensitivity

PEER COUNT 73 organizations. Compensation range \$3,552–\$237,308; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$395,709); for reference, expenses \$400,144 and assets \$851,107.

ROLE MATCH Tere Haring, reported title *"At-Large"*, 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 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	63 rd
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	59 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 (Tere Haring) 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 73 similarly situated organizations (Same NTEE sector (P20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,000 is reasonable (approximately the 63rd 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.