

Christian Womens Job Corps Of Kerr County

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Edna Vandiver, Executive Director / CEO** (\$70,092) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

Benchmarked executive: Edna Vandiver — 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 (J20).
BUDGET	Total revenue between \$201,849 and \$451,902 — 0.67x to 1.50x the subject's \$301,268 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

79 organizations qualified on sector, size, and geography → **79** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,214	\$46,345	\$68,460	\$84,105	\$99,593	\$70,092
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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
First Call For Help Of Ellis County Inc	KS	\$302,465	Executive Dir	\$46,689	\$50,424	2024
Belvedere Real Care Providers Network Inc	MD	\$297,411	Vice President	\$24,000	\$23,093	2023
Nevada Business Opportunity Fund	NV	\$292,801	Executive Director	\$556,640	\$557,788	2024
Dress For Success Sw Florida Inc	FL	\$290,787	Executive Director	\$75,510	\$73,008	2023
Career Transitions Inc	MT	\$289,279	Executive Dir.	\$85,736	\$90,008	2025
Njea Frederick L Hipp Foundation For	NJ	\$288,553	President	\$195,157	\$174,190	2024
Jackson County Twenty First Century Coun	AL	\$316,326	Director	\$62,000	\$66,960	2024
Project Success Coalition	UT	\$317,875	Director	\$72,241	\$76,097	2023
Dress For Success Worcester Inc	MA	\$284,377	Executive Director	\$80,604	\$72,410	2024
Save A Suit	CT	\$321,014	Executive Dir.	\$43,686	\$40,948	2024
Diffvelopment	NJ	\$281,193	Ceo	\$43,750	\$39,050	2024
Northern Tier Industry And Education Consortium In	PA	\$280,735	Executive Director	\$37,798	\$37,682	2024
Career Connectors Network	AZ	\$326,527	Founder Ceo	\$60,923	\$58,573	2024
Urban Solutions Training & Development Corporation	MI	\$327,984	Founder And Ceo	\$6,000	\$6,191	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shirlington Employment And Education Center Inc	VA	\$328,025	Executive Director	\$71,756	\$69,262	2024
Ct Against Gun Violence Education Fund Inc	CT	\$328,483	Exec Dir (Thru 1/3/24)	\$26,538	\$24,875	2024
Ccyp Inc	MA	\$273,215	Ceo	\$92,060	\$85,143	2023
Working Family Solidarity	IL	\$332,018	Executive Director	\$59,167	\$58,150	2024
Black Cooperative Impact Fund	CA	\$332,956	President	\$60,000	\$53,324	2023
Open Employment	CA	\$335,183	President	\$60,000	\$51,794	2024
Siskiyou County Jobs Council	CA	\$266,910	Executive Dir.	\$26,689	\$23,719	2023
Inter-city Services Inc	CA	\$266,608	Executive Director	\$30,382	\$26,227	2024
The Diversity Pledge Institute	OH	\$265,693	Executive Director	\$102,385	\$108,408	2024
Christian Womens Job Corps Of Mclennan	TX	\$264,639	Executive Director	\$64,260	\$66,158	2023
Timberline Adult Day Services	CO	\$339,071	Executive Director	\$86,656	\$83,067	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 **79** organizations. Compensation range \$6,191–\$557,788; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$301,268); for reference, expenses \$280,531 and assets \$964,441.
ROLE MATCH	Edna Vandiver, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	54 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	51 st

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 (Edna Vandiver) 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 79 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,092 is reasonable (approximately the 54th 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.