

# The Austin Boys And Girls Club

Executive Director / CEO

EIN 742939652  
 TX · NTEE O23  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Gordon Butler, Executive Director / CEO** (\$7,505) against **every comparable organization** that fit the selection criteria — **158** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

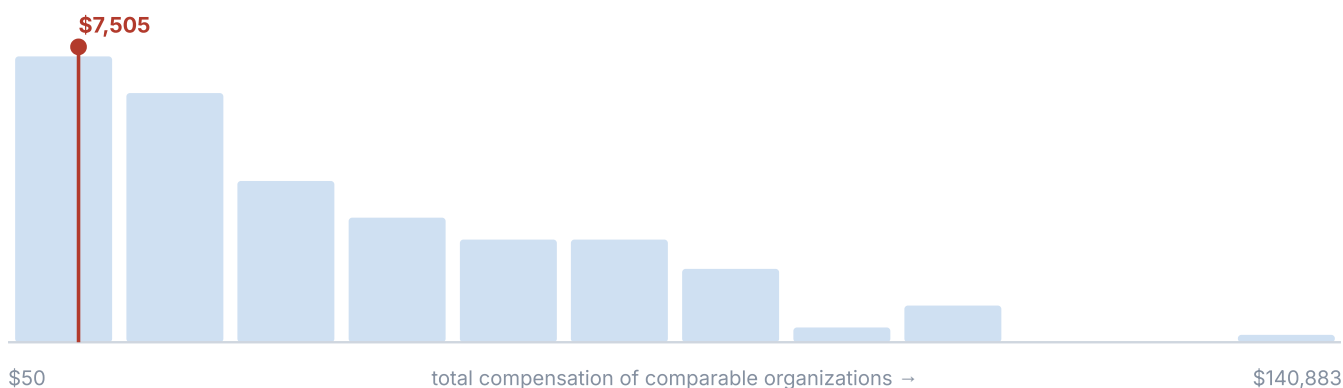
**Benchmarked executive:** Gordon Butler — reported title "DIRECTOR THRU MAY'23", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (O23).
- BUDGET** Total revenue between \$74,363 and \$166,485 — 0.67x to 1.50x the subject's \$110,990 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

**158** organizations qualified on sector, size, and geography → **158** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,218	\$12,048	\$27,081	\$53,056	\$72,363	\$7,505
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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="#">The Parent Help Center Inc</a>	FL	\$110,838	Ceo	\$65,000	<b>\$59,292</b>	2024
<a href="#">Sociedad Real Estate Holdings Inc</a>	MA	\$110,637	Clerk/ Executive Director	\$29,200	<b>\$25,479</b>	2024
<a href="#">The Reel Foundation</a>	UT	\$111,549	Director/secretary/ceo	\$88,080	<b>\$87,534</b>	2024
<a href="#">Yo Art Inc</a>	SC	\$111,567	Executive Director	\$31,875	<b>\$33,243</b>	2023
<a href="#">Saginaw S T E M</a>	MI	\$110,368	President	\$52,000	<b>\$53,656</b>	2023
<a href="#">Marin Council Boy Scout Trust Fund No 2</a>	CA	\$110,096	Executive Dir.	\$13,236	<b>\$11,098</b>	2024
<a href="#">Providence Road Outreach Mission</a>	LA	\$112,148	Program Director	\$53,444	<b>\$57,143</b>	2024
<a href="#">Fddoc Winners' Circle Inc</a>	LA	\$112,714	Project Dire	\$7,600	<b>\$8,366</b>	2023
<a href="#">Replay Outreach Inc</a>	FL	\$108,681	Director Of	\$55,000	<b>\$50,170</b>	2024
<a href="#">Fishermenz Group Inc</a>	GA	\$113,372	Ceo	\$50	<b>\$50</b>	2023
<a href="#">Adelante Youth Alliance</a>	CA	\$107,878	Executive Dir.	\$79,375	<b>\$68,519</b>	2023
<a href="#">Santa Clara County Realtors</a>	CA	\$114,259	Ceo	\$16,959	<b>\$14,640</b>	2023
<a href="#">Hidalgo Community Development Corporation</a>	CA	\$114,469	Executive Director	\$37,513	<b>\$32,382</b>	2023
<a href="#">Virginia Association For Health Pe And Dance</a>	VA	\$114,837	Exec Dir	\$22,500	<b>\$21,094</b>	2024
<a href="#">Sheriffs Youth Project</a>	MN	\$107,096	Gmblg Mgr-board	\$9,600	<b>\$9,211</b>	2024
<a href="#">Boys Club &amp; Girls Club Of Bridgeport Inc</a>	CT	\$115,057	Executive Director	\$49,037	<b>\$44,645</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Knights Of Heroes Foundation</a>	CO	\$115,578	Fundraising Director	\$11,500	<b>\$10,707</b>	2024
<a href="#">Portal Houston Inc</a>	TX	\$115,890	President	\$50,000	<b>\$56,218</b>	2021
<a href="#">Lost Coast Camp</a>	CA	\$115,989	Executive Director	\$1,000	<b>\$863</b>	2023
<a href="#">Wolfpack Wrestling Club Inc</a>	NC	\$105,742	Director	\$15,000	<b>\$15,050</b>	2024
<a href="#">Youth Voices Center Inc</a>	NY	\$105,654	Exec Director/president	\$60,760	<b>\$54,887</b>	2023
<a href="#">Full Armor Ministries Inc</a>	SC	\$105,035	Vice Preside	\$10,039	<b>\$10,169</b>	2024
<a href="#">Legacy Makers Inc</a>	NY	\$105,000	Executive Director	\$24,000	<b>\$21,680</b>	2023
<a href="#">Nw Youth Power Early Learning</a>	GA	\$116,990	Employee	\$37,800	<b>\$36,906</b>	2024
<a href="#">Tfd Soccer Limited</a>	NY	\$104,726	Treasurer	\$11,308	<b>\$10,215</b>	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 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	<b>158</b> organizations. Compensation range \$50–\$140,883; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$110,990); for reference, expenses \$128,073 and assets \$2,872,159.
ROLE MATCH	Gordon Butler, reported title " <i>DIRECTOR THRU MAY'23</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

**RELATED-ORG PAY** 16 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	15 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	15 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	80 <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 (Gordon Butler) 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 158 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,505 is reasonable (approximately the 15<sup>th</sup> 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.