

Easter Seals North Texas

Executive Director / CEO

EIN 750827419

TX · NTEE G20

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Christine McMahon, Executive Director / CEO** (\$151,561) against **every comparable organization** that fit the selection criteria — **362** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

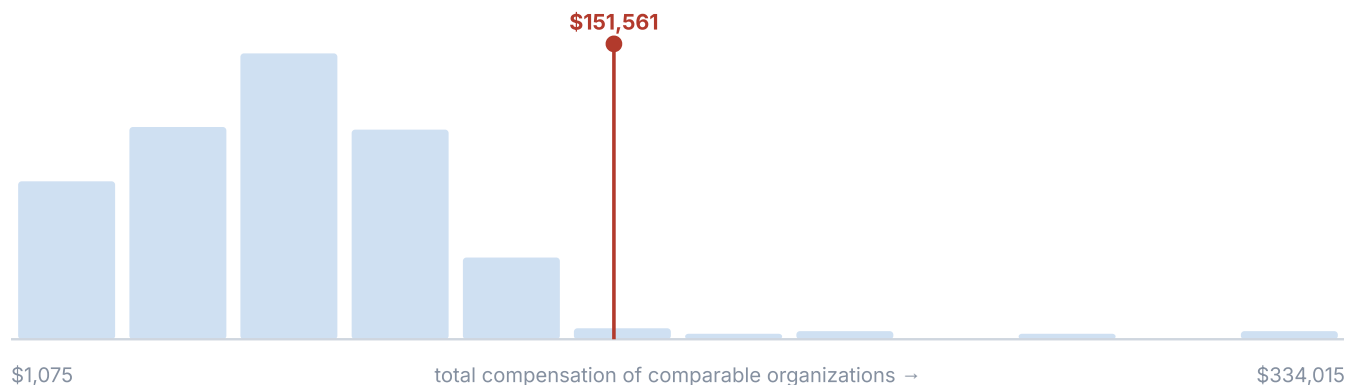
Benchmarked executive: Christine McMahon — reported title “PRESIDENT & CEO OF FEDCAP”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G20).
BUDGET	Total revenue between \$251,826 and \$563,790 — 0.67x to 1.50x the subject's \$375,860 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

362 organizations qualified on sector, size, and geography → **362** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,974	\$41,266	\$68,850	\$90,574	\$116,112	\$151,561
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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
Children's Neuroblastoma Cancer	IL	\$375,569	President/treasurer	\$70,000	\$68,797	2024
Teamsters Local 25 Autism Fund Inc	MA	\$376,689	President	\$55,954	\$50,266	2024
Bay Aging Foundation	VA	\$374,906	President/ceo	\$17,050	\$16,457	2024
Epilepsy Services Of West Central	FL	\$374,703	Chief Outcome Officer	\$47,694	\$46,114	2023
Starlite Shores Family Camp	MI	\$373,764	Executive Di	\$23,808	\$24,566	2024
Cerebral Palsy Of Oklahoma Inc	OK	\$373,621	President/ceo	\$50,116	\$55,167	2024
The Anita Kaufmann Foundation	NJ	\$373,470	Executive Dir.	\$110,000	\$98,182	2024
Ucp Healthy West Orange Inc	FL	\$373,390	Ceo/president	\$14,158	\$12,953	2025
Meat Fight Inc	TX	\$378,798	Chief Executive Office	\$33,366	\$34,352	2023
Ohio Council For Cognitive Health	OH	\$379,062	Director	\$205,947	\$218,062	2024
Lowcountry Autism Foundation Inc	SC	\$379,386	Executive Director	\$70,387	\$75,576	2023
Jessica June Children's Cancer	FL	\$379,688	President/ce	\$93,467	\$87,778	2024
The Breast Cancer Survivors Network	GA	\$371,865	President & Ceo	\$1,500	\$1,469	2025
North Carolina Society Of	NC	\$379,977	Executive Dir.	\$23,205	\$23,969	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Afe Foundation	CA	\$380,821	Executive Dir.	\$91,192	\$78,720	2024
Aspire Foundation	NY	\$380,914	Executive Vice President	\$36,897	\$33,331	2024
Aamp Amt Learning Center Inc	IL	\$370,551	President	\$32,009	\$32,388	2023
Testicular Cancer Awareness	CO	\$370,173	Founder & Ce	\$71,288	\$68,335	2024
American Lung Cancer Screening	NC	\$381,744	President	\$8,000	\$8,264	2024
Beginnings For Parents Of Children	SC	\$383,035	Executive Di	\$71,885	\$73,038	2025
The Lazarus House A Center For Wellness	TX	\$368,650	Executive Director	\$45,784	\$45,784	2024
Sally J Pimentel Deaf And Hard Of Hearing Center	FL	\$368,545	Executive Director	\$62,163	\$58,379	2024
Theater Breaking Through Barriers Corp	NY	\$383,614	Director/ceo	\$74,902	\$67,662	2024
Beer Yitzhak Foundation Inc	NJ	\$367,547	Trustee	\$75,077	\$67,011	2024
Childrens Aid Foundation	AL	\$367,325	Ceo	\$20,800	\$22,464	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 **362** organizations. Compensation range \$1,075–\$334,015; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$375,860); for reference, expenses \$305,864 and assets \$9,473,386.
ROLE MATCH	Christine McMahon, reported title " <i>PRESIDENT & CEO OF FEDCAP</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	97 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Christine McMahon) 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 362 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$151,561 is reasonable (approximately the 97th 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.