

# Tarrant County Academy Of Medicine

Executive Director / CEO

EIN 751008434  
TX · NTEE B54Z  
FY ending 2023-12-31  
June 13, 2026

This analysis benchmarks the total compensation of **Brian Swift, Executive Director / CEO** (\$35,357) against the **2000** closest of **3,217** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Brian Swift — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B54Z).
BUDGET	Total revenue between \$307,445 and \$688,311 — 0.67x to 1.50x the subject's \$458,874 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

**3,217** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$13,805	\$33,867	\$57,728	\$83,516	\$112,305	\$35,357
----------	----------	----------	----------	-----------	----------



## ● 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="#">Futuresnw</a>	WA	\$458,847	Executive Director Of Programs	\$62,500	<b>\$55,939</b>	2023
<a href="#">Global Education Center</a>	TN	\$458,936	Executive Director	\$44,400	<b>\$44,150</b>	2025
<a href="#">Youthtank Inc</a>	MI	\$458,774	Executive Di	\$42,800	<b>\$42,896</b>	2024
<a href="#">Science And Entrepreneurship Exchange</a>	IL	\$458,706	Secretary	\$73,655	<b>\$72,389</b>	2023
<a href="#">Florida Charter School Alliance Inc</a>	FL	\$459,055	Executive Director	\$109,366	<b>\$102,709</b>	2023
<a href="#">Barrington Early Childhood Center</a>	RI	\$459,104	Administrative Director	\$42,518	<b>\$40,757</b>	2023
<a href="#">Barstow College Foundation</a>	CA	\$459,105	Executive Dir.	\$40,560	<b>\$34,008</b>	2024
<a href="#">New England School Of The Arts</a>	NH	\$459,113	Head Of Scho	\$50,000	<b>\$44,830</b>	2024
<a href="#">Christ Our Redeemer Seminary Inc</a>	AL	\$459,218	President	\$57,023	<b>\$61,585</b>	2023
<a href="#">Mv Center For Education And Training (Mvctet)</a>	MA	\$458,472	Executive Director	\$13,416	<b>\$12,052</b>	2023
<a href="#">Wild Fern Montessori School</a>	VA	\$459,360	Head Of School	\$48,499	<b>\$45,471</b>	2024
<a href="#">Mt Gilead Camp And</a>	PA	\$459,399	Executive Di	\$60,000	<b>\$58,100</b>	2024
<a href="#">Native Pride (Preventionrsrch)</a>	NM	\$459,522	Chief Execut	\$55,506	<b>\$57,969</b>	2024
<a href="#">Ne Steam Coalition</a>	OR	\$459,582	Executive Di	\$265,556	<b>\$239,460</b>	2024
<a href="#">Communities In Schools</a>	NC	\$459,583	Executive Dir.	\$58,102	<b>\$60,016</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">St Stephen Umc Preschool Inc</a>	NC	\$459,638	President/director	\$44,305	<b>\$43,306</b>	2025
<a href="#">The Open School</a>	CA	\$459,653	Chairman	\$47,321	<b>\$40,849</b>	2023
<a href="#">Carter Christian Academy Inc</a>	KY	\$459,674	Teacher	\$33,417	<b>\$33,963</b>	2025
<a href="#">Friends Of Woodstock School Inc</a>	WA	\$459,722	Administrative Manager	\$58,667	<b>\$52,509</b>	2023
<a href="#">Air Force Academy Real Estate Trust</a>	CO	\$459,741	President	\$46,933	<b>\$44,989</b>	2023
<a href="#">Heritage Museum Of Asian Art</a>	IL	\$459,798	Treasurer	\$62,500	<b>\$59,664</b>	2024
<a href="#">Lyons Public Library</a>	NY	\$457,821	Executive Director	\$46,406	<b>\$39,669</b>	2025
<a href="#">Erudite Russian Language Educational And Cultural Center Inc</a>	VA	\$457,817	President, Director	\$40,500	<b>\$39,092</b>	2023
<a href="#">East Coast Core</a>	PA	\$460,000	Secretary	\$8,000	<b>\$7,746</b>	2024
<a href="#">Georgia Tech Global Inc</a>	GA	\$460,000	President	\$58,151	<b>\$55,312</b>	2025

**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** 2000 organizations. Compensation range \$123–\$470,586; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$458,874); for reference, expenses \$606,079 and assets \$4,954,304.

ROLE MATCH	Brian Swift, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	208 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	63 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	26 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	25 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	97 <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 (Brian Swift) 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 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,357 is reasonable (approximately the 26<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 13, 2026.