

# Parenting Resource Center Of East

Executive Director / CEO

EIN 752672249  
TX · NTEE P40  
FY ending 2024-12-31  
June 9, 2026

This analysis benchmarks the total compensation of **Alyce Sparks, Executive Director / CEO** (\$40,392) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Alyce Sparks — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P40).

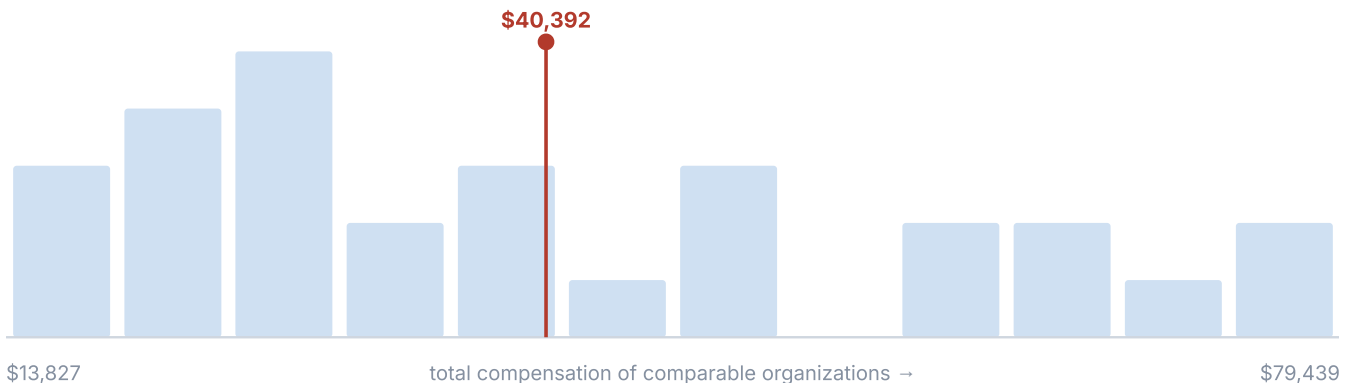
**BUDGET** Total revenue between \$59,893 and \$134,091 — 0.67x to 1.50x the subject's \$89,394 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

**28** organizations qualified on sector, size, and geography

→ **28** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,517

\$26,044

\$36,334

\$52,844

\$67,374

**\$40,392**



## ■ 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="#">Northern Life Care Center Inc</a>	MN	\$91,837	Executive Di	\$16,360	<b>\$16,160</b>	2024
<a href="#">White Horse Outreach Foundation</a>	OK	\$92,991	Board Member	\$39,129	<b>\$44,345</b>	2023
<a href="#">Forever Families Adoption Services Inc</a>	VA	\$93,110	President/executive Director	\$34,001	<b>\$33,788</b>	2023
<a href="#">R Fathers Mad Inc</a>	AL	\$82,665	Executive Director	\$55,000	<b>\$59,400</b>	2024
<a href="#">Doddridge Co Family Resource</a>	WV	\$82,502	Executive Director	\$17,460	<b>\$19,457</b>	2023
<a href="#">Family Connection &amp; Cis Of Wash</a>	GA	\$81,253	Executive Director	\$50,500	<b>\$50,761</b>	2024
<a href="#">Christian Counseling Services</a>	CA	\$80,450	Administrative Director	\$31,600	<b>\$27,278</b>	2024
<a href="#">Connect Parent Group Network</a>	DE	\$78,777	Executive Director	\$75,500	<b>\$76,086</b>	2023
<a href="#">Community &amp; Life Services Inc</a>	MN	\$102,364	Executive Director	\$13,998	<b>\$13,827</b>	2024
<a href="#">Mexiquenses Unidos De Michigan</a>	MI	\$103,799	President	\$28,332	<b>\$29,234</b>	2024
<a href="#">The Family Wins</a>	PA	\$109,710	President/advisory Member	\$40,000	<b>\$39,877</b>	2024
<a href="#">Hope House</a>	TN	\$114,106	Executive Director	\$30,826	<b>\$32,392</b>	2024
<a href="#">Love Mercy</a>	CA	\$114,158	Execuitive Director	\$75,000	<b>\$66,655</b>	2023
<a href="#">American Canyon Family Resource Center</a>	CA	\$64,230	Executive Director	\$23,780	<b>\$20,528</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">A Step Ahead Foundation West Tennessee</a>	TN	\$62,302	Executive Dir.	\$73,429	<b>\$79,439</b>	2023
<a href="#">Invitation Ministries</a>	TN	\$116,619	President	\$15,534	<b>\$16,323</b>	2024
<a href="#">Family Services Of Western Pennsylvania</a>	PA	\$61,058	Ceo	\$28,093	<b>\$28,834</b>	2023
<a href="#">Lagoshen Family Life Skills &amp; Enrichment Center</a>	TN	\$118,013	Day Care Director	\$27,040	<b>\$28,414</b>	2024
<a href="#">Pearson Foundation</a>	MS	\$118,082	President	\$21,023	<b>\$23,407</b>	2024
<a href="#">Jeffersons Foundation</a>	KS	\$118,085	Executive Director	\$42,497	<b>\$47,252</b>	2023
<a href="#">The Nanny Loft Foundation Inc</a>	PA	\$119,404	President	\$27,006	<b>\$26,923</b>	2024
<a href="#">Family To Family Connection Isd 13</a>	NV	\$124,901	Executive Di	\$40,000	<b>\$40,082</b>	2024
<a href="#">Pregnancy Crisis Center Inc</a>	FL	\$127,930	Executive Director	\$68,042	<b>\$65,788</b>	2023
<a href="#">Faithbuilders Inc</a>	KS	\$128,260	Executive Di	\$36,000	<b>\$38,880</b>	2024
<a href="#">The Crystal Dreams Foundation</a>	CA	\$129,017	Director	\$56,841	<b>\$49,067</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT 28 organizations. Compensation range \$13,827–\$79,439; filing years 2023–2024.

SIZE BASIS	Matched on total revenue (\$89,394); for reference, expenses \$93,045 and assets \$119,786.
ROLE MATCH	Alyce Sparks, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	61 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	64 <sup>th</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	57 <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 (Alyce Sparks) 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 28 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,392 is reasonable (approximately the 61<sup>st</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.