

Houston Business Coalition On

Executive Director / CEO

EIN 760058682
 TX · NTEE E00A
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Chris Skisak, Executive Director / CEO** (\$80,832) against **every comparable organization** that fit the selection criteria — **1226** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

Benchmarked executive: Chris Skisak — 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 (E00A).
BUDGET	Total revenue between \$238,453 and \$533,851 — 0.67x to 1.50x the subject's \$355,901 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

1,226 organizations qualified on sector, size, and geography → **1,226** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,609	\$32,847	\$56,688	\$83,354	\$125,017	\$80,832
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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
Christiana Care West Grove Inc	DE	\$355,825	Director, President & Ceo	\$214,949	\$210,403	2023
Crisis Pregnancy Center	CA	\$355,822	Executive Director	\$64,930	\$56,050	2023
Scheurer Hospital Foundation	MI	\$356,268	Md/ceo Sh	\$19,625	\$19,162	2025
The Donna Lexa Community Art Centers	WI	\$356,388	Executive Director	\$59,889	\$62,526	2023
Boise Acupuncture Cooperative Inc	ID	\$356,444	Vice President	\$59,885	\$61,858	2024
Susan Dew Hoff Memorial Clinic Inc	WV	\$355,326	Board Member	\$30,000	\$31,540	2024
National Nurse Practitioner Residency	CT	\$356,680	Executive Director	\$188,381	\$176,573	2023
Cathedral Pioneer Church Homes No Two	CA	\$356,827	President/ceo	\$68,128	\$57,123	2024
South Cove Nursing Facilities	MA	\$354,568	President & Ceo	\$11,974	\$10,757	2023
Schleicher County Volunteer Ems	TX	\$357,262	Comptroller	\$64,723	\$62,866	2024
Aspire Together Inc	VT	\$354,538	Executive Di	\$69,120	\$67,554	2024
The Arc Of Whatcom County	WA	\$357,296	Executive Director	\$63,711	\$57,023	2023
The Annie Appleseed Project	FL	\$354,438	President	\$53,000	\$47,099	2025
Carepoint Clinic	WA	\$357,518	Executive Director	\$33,082	\$29,609	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Advocates Of Northern Indiana	IN	\$357,822	Secretary/executive Direct	\$80,521	\$82,452	2024
Community Care Clinic Of	NC	\$353,948	Executive Di	\$60,500	\$60,700	2024
Melodic Caring Project	WA	\$357,898	President/ceo	\$80,000	\$71,602	2023
Research Institute For Home Care	DC	\$353,847	Executive Director	\$144,282	\$122,941	2024
Reach Out Pregnancy Center Inc	OH	\$353,789	Former Director	\$58,800	\$60,473	2024
Gillette Reproductive Health	WY	\$353,765	Executive Di	\$93,497	\$97,216	2024
Care Women's Center	NH	\$358,133	Center Direc	\$61,796	\$55,406	2024
Windhorse Equine Learning	MT	\$358,139	Executive Director	\$55,000	\$57,568	2024
People Advocating Recovery Inc	KY	\$353,644	President	\$95,000	\$99,105	2024
Willamette Valley Insurance Corporation	HI	\$358,192	President/director	\$104,173	\$93,238	2023
Relief Association Of The Broomall	PA	\$353,519	President	\$922	\$893	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 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.

Sample, role match & sensitivity

PEER COUNT **1226** organizations. Compensation range \$84–\$3,178,920; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$355,901); for reference, expenses \$415,756 and assets \$304,182.
ROLE MATCH	Chris Skisak, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	273 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	55 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	73 rd
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	78 th
All sources (D + E + F), adjusted	56 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 (Chris Skisak) 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 1226 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,832 is reasonable (approximately the 73rd 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.