

# Texas Baptist Prisoner Family Ministry

Executive Director / CEO

EIN 760175404  
 TX · NTEE P122  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Debra Mccammon, Executive Director / CEO** (\$98,167) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90<sup>th</sup>** percentile of comparable organizations within the typical range

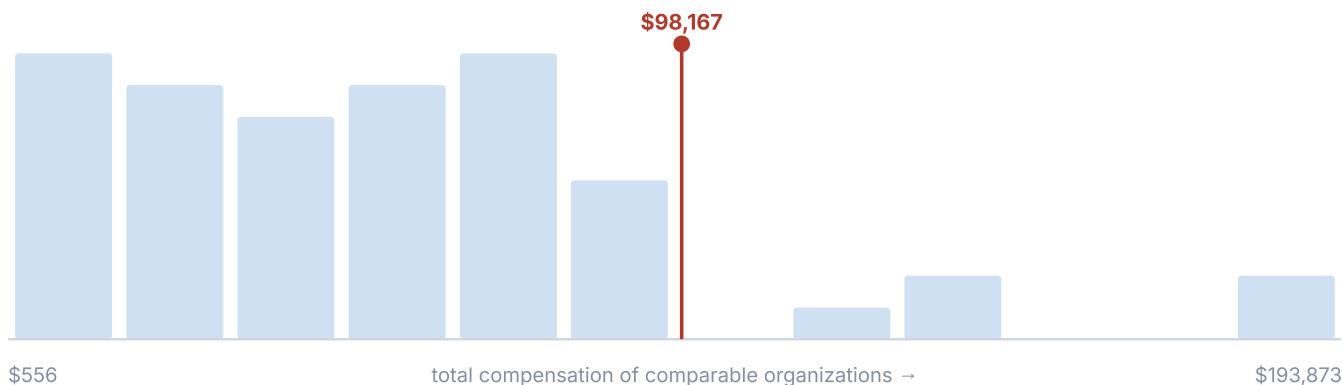
**Benchmarked executive:** Debra Mccammon — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P122).
BUDGET	Total revenue between \$221,786 and \$496,537 — 0.67x to 1.50x the subject's \$331,025 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P12), nationwide + budget 0.67–1.5x revenue.

**51** organizations qualified on sector, size, and geography → **51** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,503	\$23,594	\$53,478	\$77,152	\$93,000	\$98,167
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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="#">Hope For Life</a>	WA	\$332,945	Executive Director	\$100,420	<b>\$92,533</b>	2023
<a href="#">Morrison Foundation</a>	OR	\$333,311	Chief Executive Officer	\$7,761	<b>\$7,205</b>	2024
<a href="#">Adult Care Services Inc</a>	AZ	\$324,907	President & Ed	\$133,658	<b>\$132,298</b>	2023
<a href="#">The Wintercare Energy Fund Inc</a>	KY	\$339,524	Executive Director	\$62,966	<b>\$67,628</b>	2024
<a href="#">God's Vision For Haiti</a>	MI	\$342,156	Executive Di	\$23,845	<b>\$24,604</b>	2024
<a href="#">Foster The Love Louisianainc</a>	LA	\$314,688	Executive Director	\$40,000	<b>\$44,032</b>	2024
<a href="#">End Human Trafficking Inc</a>	FL	\$309,320	Executive Di	\$96,830	<b>\$90,936</b>	2024
<a href="#">New Freedom Project</a>	AZ	\$361,674	President	\$96,154	<b>\$92,445</b>	2024
<a href="#">My Better Benefits</a>	NY	\$293,590	Officer	\$12,600	<b>\$11,382</b>	2024
<a href="#">Jeremy Wilson Foundation The</a>	OR	\$370,966	Executive Dir.	\$73,000	<b>\$67,771</b>	2024
<a href="#">Sankofa House Inc</a>	GA	\$290,339	President	\$39,912	<b>\$39,084</b>	2025
<a href="#">Neighbor To Neighbor Massachusetts</a>	MA	\$286,918	Executive Di	\$1,702	<b>\$1,529</b>	2024
<a href="#">Fostering Further</a>	OH	\$283,116	Executive Director	\$54,708	<b>\$57,926</b>	2024
<a href="#">Texas Pride Impact Funds</a>	TX	\$387,795	Executive Director	\$117,127	<b>\$120,587</b>	2023
<a href="#">Orange County Walk To Remember</a>	CA	\$268,345	Director	\$89,175	<b>\$76,979</b>	2024
<a href="#">Flockfest Events Inc</a>	FL	\$394,952	President	\$65,000	<b>\$61,043</b>	2024
<a href="#">L E A D Foundation Inc</a>	MI	\$265,877	Executive Director	\$50,340	<b>\$53,478</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Izzy Foundation</a>	RI	\$265,754	Executive Director	\$83,019	<b>\$79,580</b>	2024
<a href="#">Mindful Communities Fund</a>	TX	\$263,406	Exec Dir/pres.	\$93,000	<b>\$93,000</b>	2024
<a href="#">Friends Of Ruwenzori Foundation</a>	CA	\$261,956	Executive Di	\$55,800	<b>\$48,168</b>	2024
<a href="#">Hoh Share Inc</a>	WV	\$401,586	Executive Di	\$32,000	<b>\$34,637</b>	2024
<a href="#">The Brandon Tolson Foundation Inc</a>	MD	\$258,987	Executive Dir.	\$30,000	<b>\$28,038</b>	2024
<a href="#">Yoga Gives Back</a>	CA	\$257,095	Executive Dir.	\$61,508	<b>\$54,664</b>	2023
<a href="#">Glen Doherty Memorial Foundation Inc</a>	MA	\$406,582	President/director	\$5,000	<b>\$4,625</b>	2023
<a href="#">Olive Osmond Hearing Fund Inc</a>	UT	\$251,897	Ceo	\$18,000	<b>\$18,417</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	51 organizations. Compensation range \$556–\$193,873; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$331,025); for reference, expenses \$317,657 and assets \$548,331.
ROLE MATCH	Debra Mccammon, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS**      2 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	90 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	88 <sup>th</sup>
Reportable pay only (column D), adjusted	90 <sup>th</sup>
All sources (D + E + F), adjusted	73 <sup>rd</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 (Debra Mccammon) 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 51 similarly situated organizations (Same NTEE sector (P12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$98,167 is reasonable (approximately the 90<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.