

# La Porte Education Foundation

Executive Director / CEO

EIN 760407788  
 TX · NTEE B90Z  
 FY ending 2025-07-31  
**June 10, 2026**

This analysis benchmarks the total compensation of **Charlotte Pennye, Executive Director / CEO** (\$112,339) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Charlotte Pennye — 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 (B90Z).

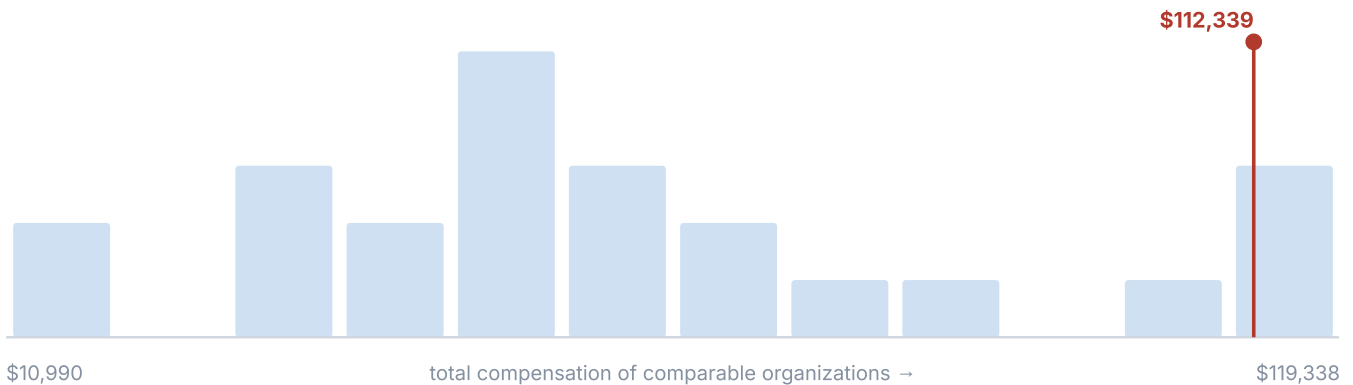
**BUDGET** Total revenue between \$224,222 and \$501,990 — 0.67x to 1.50x the subject's \$334,660 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B90) + TX + budget 0.67–1.5x revenue.

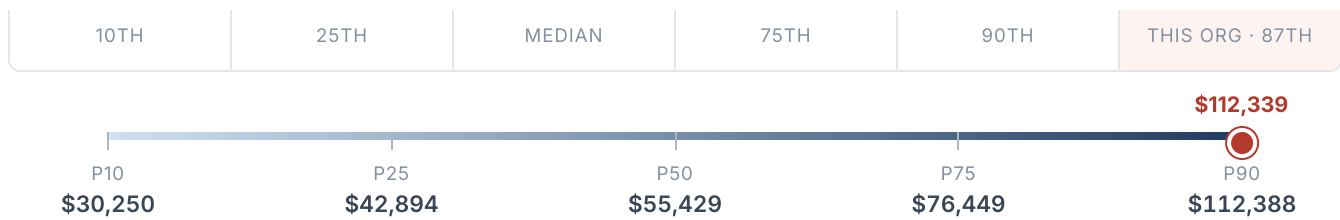
**23** organizations qualified on sector, size, and geography

→ **23** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$30,250	\$42,894	\$55,429	\$76,449	\$112,388	<b>\$112,339</b>
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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="#">Wonderworks</a>	TX	\$344,059	Executive Director	\$47,000	<b>\$48,244</b>	2024
<a href="#">Fredericksburg Education Initiative Inc</a>	TX	\$349,439	Executive Director	\$89,034	<b>\$89,034</b>	2025
<a href="#">School Discovery Network</a>	TX	\$318,228	Executive Dir.	\$69,263	<b>\$71,096</b>	2024
<a href="#">People Prosper International Inc</a>	TX	\$310,694	President	\$112,926	<b>\$119,338</b>	2023
<a href="#">Brighter Rays Of Hope</a>	TX	\$363,507	President	\$69,084	<b>\$70,912</b>	2024
<a href="#">True North Parent Partnership</a>	TX	\$392,816	Executive Director	\$37,470	<b>\$39,597</b>	2023
<a href="#">Christ Together Greater Austin</a>	TX	\$395,587	Executive Di	\$51,083	<b>\$51,083</b>	2025
<a href="#">Southwest Transplant Alliance Foundation</a>	TX	\$402,247	Director	\$59,666	<b>\$61,245</b>	2024
<a href="#">Pastors For Texas Children</a>	TX	\$263,846	Executive Director	\$110,000	<b>\$116,245</b>	2023
<a href="#">Ethos Education Group</a>	TX	\$263,552	President	\$10,400	<b>\$10,990</b>	2023
<a href="#">Rideshare 2 Vote Aware</a>	TX	\$406,430	Executive Director	\$79,692	<b>\$81,801</b>	2024
<a href="#">Schelastic Academy</a>	TX	\$257,477	Founder And Director	\$31,250	<b>\$31,250</b>	2025
<a href="#">Completing The Task Inc</a>	TX	\$257,257	President	\$45,000	<b>\$46,191</b>	2024
<a href="#">Fort Worth Sparc</a>	TX	\$256,536	Executive Director	\$58,500	<b>\$60,048</b>	2024
<a href="#">Rage Ministries Inc</a>	TX	\$414,272	Pres	\$110,000	<b>\$112,910</b>	2024
<a href="#">Wings For Learning</a>	TX	\$240,694	Executive Di	\$54,000	<b>\$55,429</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Alamo Area Christian Educators Inc</a>	TX	\$235,116	President/di	\$49,950	<b>\$51,272</b>	2024
<a href="#">Tyler Junior Golf Foundation</a>	TX	\$232,209	Executive Dir.	\$60,600	<b>\$62,203</b>	2024
<a href="#">Achieving Community Task Successfully</a>	TX	\$449,491	Executive Director	\$18,000	<b>\$19,022</b>	2023
<a href="#">Natural Womanhood</a>	TX	\$464,768	President & Ceo	\$107,459	<b>\$110,302</b>	2024
<a href="#">Generation Serve</a>	TX	\$484,832	Executive Director	\$45,769	<b>\$48,368</b>	2023
<a href="#">Each One Teach One Inc</a>	TX	\$494,569	Executive Dir.	\$35,522	<b>\$36,462</b>	2024
<a href="#">Oaks Tutorials</a>	TX	\$498,549	Head Of School	\$30,000	<b>\$30,000</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 2025 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** 23 organizations. Compensation range \$10,990–\$119,338; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$334,660); for reference, expenses \$350,498 and assets \$1,191,772.

**ROLE MATCH** Charlotte Pennye, reported title *"Executive Director"*, 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	87 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	96 <sup>th</sup>
Reportable pay only (column D), adjusted	87 <sup>th</sup>
All sources (D + E + F), adjusted	83 <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 (Charlotte Pennye) 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 10, 2026, comparing compensation against 23 similarly situated organizations (Same NTEE sector (B90) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$112,339 is reasonable (approximately the 87<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 10, 2026.