

Virtuosi Of Houston

Executive Director / CEO

EIN 760509062

TX · NTEE Z99

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Karen Needham, Executive Director / CEO** (\$65,808) against **every comparable organization** that fit the selection criteria — **138** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

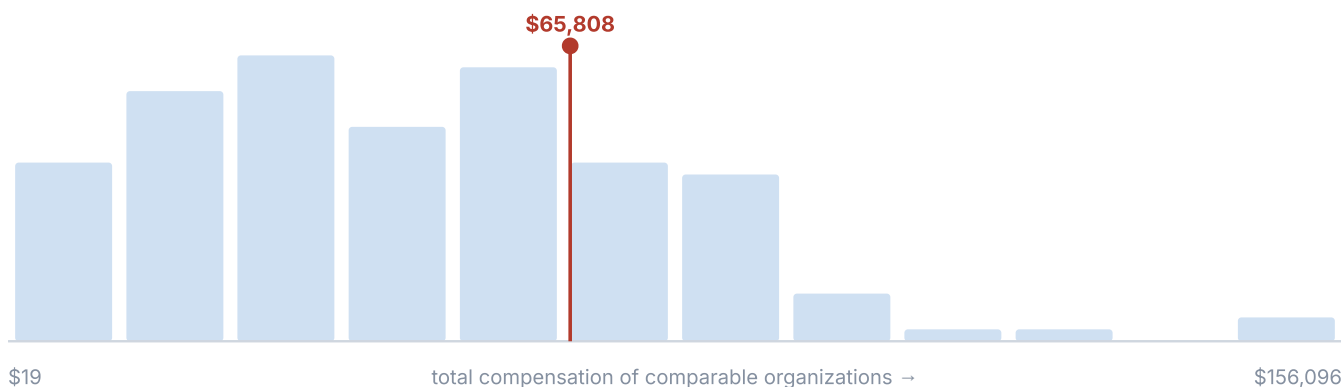
Benchmarked executive: Karen Needham — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Z99).
BUDGET	Total revenue between \$125,941 and \$281,958 — 0.67x to 1.50x the subject's \$187,972 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

138 organizations qualified on sector, size, and geography → **138** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,485	\$24,990	\$46,796	\$67,397	\$83,833	\$65,808
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 74TH
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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
Etaria Inc	NY	\$188,732	Director	\$35,795	\$31,408	2024
Friends Of Nicole 50 50 Mentoring Collaborative	KY	\$186,825	Ceo/president	\$25,000	\$26,081	2024
Casa Of Rochester-monroe County Inc	NY	\$185,413	Executive Director (Thru 11/2023)	\$55,809	\$48,969	2024
Northwest Therapeutic Riding Center	WA	\$190,810	Program Director	\$14,400	\$12,519	2024
Cal-earth Inc	CA	\$184,753	Secretary	\$21,000	\$17,608	2024
Women In Development Of Greater	MA	\$192,394	Managing Dir	\$121,510	\$103,293	2025
Spark Thomasville Inc	GA	\$192,436	Executive Director	\$72,100	\$70,393	2024
Project Crossroads	VA	\$192,994	Executive Di	\$37,676	\$36,367	2023
Michigan Coalition For Responsible Gun Owners	MI	\$193,036	Executive Director	\$84,000	\$86,675	2023
Learning Through Art	OH	\$193,739	Ceo	\$52,451	\$53,943	2024
Cpad Chinese Parents	CA	\$181,704	Secretary	\$1,220	\$1,023	2024
Forests Today And Forever	OR	\$194,519	Executive Di	\$86,700	\$78,181	2024
Community Foundation Land Trust	CA	\$181,270	President	\$32,789	\$28,305	2023
Truckee Meadows Tomorrow	NV	\$195,047	Interim Executive Director	\$63,799	\$63,931	2023
Commencement Bay Rowing Club	WA	\$180,158	Vice President	\$6,131	\$5,330	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Haven Of Hope & Opportunity Inc	PA	\$180,000	Executive Director	\$20	\$19	2024
Mad River Path Association	VT	\$196,210	Executive Director	\$87,200	\$85,224	2024
Hinesburg Community Resource Center Inc	VT	\$196,870	Executive Director	\$20,640	\$20,768	2023
Interlink Inc	WA	\$197,886	Secretary/treasurer	\$20,967	\$18,766	2023
Mag Institute For Excellence	GA	\$176,780	Executive Director	\$14,102	\$13,768	2024
Positive Strides Inc	MD	\$176,600	Executive Dir.	\$53,838	\$48,874	2024
Kid Possible Inc	WA	\$175,638	Ceo	\$87,500	\$76,068	2024
Arc San Diego Foundation	CA	\$200,387	Ceo	\$28,869	\$24,206	2024
Selden Fire Department Emergency Unit	NY	\$200,727	Recording Secretary	\$600	\$527	2024
Institute For Fisheries Resources	CA	\$200,747	Executive Director	\$17,500	\$14,673	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 **138** organizations. Compensation range \$19–\$156,096; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$187,972); for reference, expenses \$226,669 and assets \$120,792.

ROLE MATCH	Karen Needham, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	24 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	74 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	58 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 (Karen Needham) 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 138 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,808 is reasonable (approximately the 74th 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.