

# Alamo Area Christian Educators Inc

Executive Director / CEO

EIN 800072800

TX · NTEE B90

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Trudy Palmer, Executive Director / CEO** (\$49,950) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35<sup>th</sup>** percentile of comparable organizations within the typical range

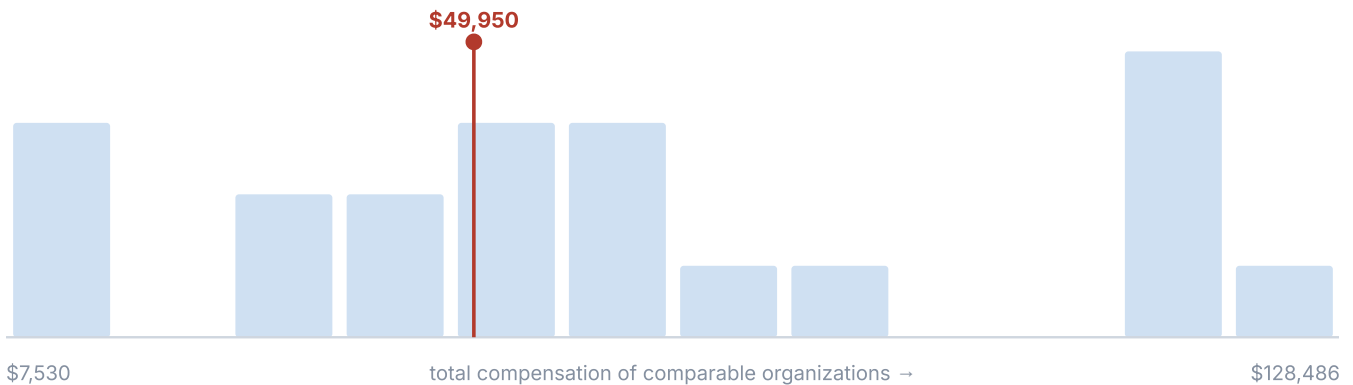
**Benchmarked executive:** Trudy Palmer — reported title “PRESIDENT/DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$157,527 and \$352,674 — 0.67x to 1.50x the subject's \$235,116 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90) + TX + budget 0.67–1.5x revenue.

**20** organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,679	\$42,230	\$56,410	\$92,415	\$113,550	\$49,950
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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="#">Tyler Junior Golf Foundation</a>	TX	\$232,209	Executive Dir.	\$60,600	<b>\$60,600</b>	2024
<a href="#">Wings For Learning</a>	TX	\$240,694	Executive Di	\$54,000	<b>\$54,000</b>	2024
<a href="#">Acton Academy Amarillo</a>	TX	\$223,681	Board Member	\$7,530	<b>\$7,530</b>	2024
<a href="#">Cine Las Americas</a>	TX	\$223,628	Executive Director	\$52,126	<b>\$52,126</b>	2024
<a href="#">Learning Environments Action Research</a>	TX	\$219,583	Executive Director (Thru 10/31/24)	\$54,319	<b>\$54,319</b>	2024
<a href="#">Fort Worth Sparc</a>	TX	\$256,536	Executive Director	\$58,500	<b>\$58,500</b>	2024
<a href="#">Completing The Task Inc</a>	TX	\$257,257	President	\$45,000	<b>\$45,000</b>	2024
<a href="#">Schelastic Academy</a>	TX	\$257,477	Founder And Director	\$31,250	<b>\$30,444</b>	2025
<a href="#">Merivis Foundation Inc</a>	TX	\$206,797	Executive Di	\$124,800	<b>\$128,486</b>	2023
<a href="#">Ethos Education Group</a>	TX	\$263,552	President	\$10,400	<b>\$10,707</b>	2023
<a href="#">Pastors For Texas Children</a>	TX	\$263,846	Executive Director	\$110,000	<b>\$113,249</b>	2023
<a href="#">Changing Expectations Corp</a>	TX	\$201,110	Founder And Ceo	\$113,206	<b>\$113,206</b>	2024
<a href="#">Lindale Isd Education Foundation Inc</a>	TX	\$197,971	Executive Dir.	\$33,920	<b>\$33,920</b>	2024
<a href="#">Braination Foundation</a>	TX	\$195,476	Board Member	\$15,120	<b>\$15,120</b>	2024
<a href="#">Chester Street Foundation</a>	TX	\$193,987	Ceo, Chair	\$65,158	<b>\$65,158</b>	2024
<a href="#">People Prosper International Inc</a>	TX	\$310,694	President	\$112,926	<b>\$116,262</b>	2023
<a href="#">School Discovery Network</a>	TX	\$318,228	Executive Dir.	\$69,263	<b>\$69,263</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">La Porte Education Foundation</a>	TX	\$334,660	Executive Director	\$112,339	<b>\$109,443</b>	2025
<a href="#">Wonderworks</a>	TX	\$344,059	Executive Director	\$47,000	<b>\$47,000</b>	2024
<a href="#">Fredericksburg Education Initiative Inc</a>	TX	\$349,439	Executive Director	\$89,034	<b>\$86,739</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 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	20 organizations. Compensation range \$7,530–\$128,486; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$235,116); for reference, expenses \$187,041 and assets \$68,791.
ROLE MATCH	Trudy Palmer, reported title " <i>PRESIDENT/DI</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	35 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	35 <sup>th</sup>
Reportable pay only (column D), adjusted	35 <sup>th</sup>
All sources (D + E + F), adjusted	30 <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

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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 (Trudy Palmer) 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 20 similarly situated organizations (Same NTEE sector (B90) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,950 is reasonable (approximately the 35<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.