

# Taylor Hooton Foundation For Fighting

Executive Director / CEO

EIN 800099679

TX · NTEE F99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Donald M Hooton Jr, Executive Director / CEO** (\$115,289) against **every comparable organization** that fit the selection criteria — **53** 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:** Donald M Hooton Jr — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (F99).

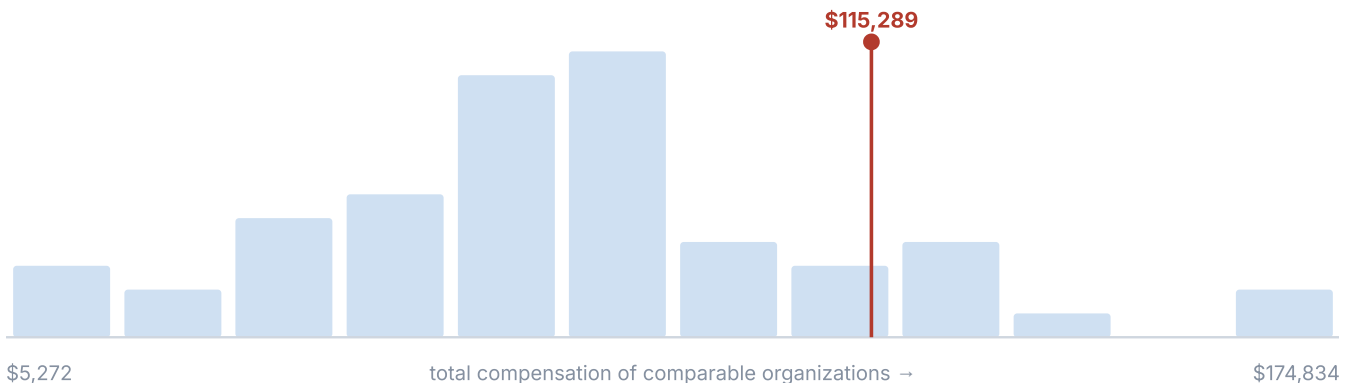
**BUDGET** Total revenue between \$294,442 and \$659,199 — 0.67x to 1.50x the subject's \$439,466 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (F99), nationwide + budget 0.67–1.5x revenue.

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

→ **53** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$40,899	\$56,113	\$74,769	\$96,186	\$120,300	\$115,289
----------	----------	----------	----------	-----------	-----------



## ● 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="#">Maji Ya Chai Land Sanctuary</a>	MN	\$440,159	Executive Dir.	\$86,250	<b>\$82,754</b>	2024
<a href="#">Ohio Victim Witness Association Inc</a>	OH	\$438,569	Executive Director	\$70,013	<b>\$72,004</b>	2024
<a href="#">Progressive Recovery Outreach Inc</a>	NC	\$442,980	Ceo	\$120,000	<b>\$120,397</b>	2024
<a href="#">Minds Matter</a>	TN	\$435,084	Executive Director	\$25,620	<b>\$25,476</b>	2025
<a href="#">Nami Of Pennsylvania Montgomery County</a>	PA	\$435,012	Executive Director	\$105,658	<b>\$105,333</b>	2023
<a href="#">Defenders For Children</a>	SC	\$433,590	Ceo	\$46,790	<b>\$47,399</b>	2024
<a href="#">The Healing Center</a>	WA	\$428,859	Director	\$81,000	<b>\$70,417</b>	2024
<a href="#">Warriornow</a>	CO	\$427,810	Director	\$5,500	<b>\$5,272</b>	2023
<a href="#">Greentree Peer Support Program</a>	NC	\$452,730	Executive Di	\$58,000	<b>\$58,192</b>	2024
<a href="#">Erowid Center</a>	CA	\$423,518	President	\$100,386	<b>\$84,170</b>	2024
<a href="#">New Beginning Of Charleston Inc</a>	SC	\$455,552	Program Coordinator	\$60,577	<b>\$61,364</b>	2024
<a href="#">Heart Mind Haven</a>	CO	\$418,577	Executive Dir.	\$113,000	<b>\$108,320</b>	2023
<a href="#">Hungry Hill Foundation</a>	TX	\$418,031	President	\$90,002	<b>\$90,002</b>	2023
<a href="#">Westchester Center For The Study Of</a>	NY	\$416,610	Executive Director	\$7,250	<b>\$6,361</b>	2024
<a href="#">National Alliance Of Mental Illness</a>	PA	\$412,570	Executive Director	\$84,503	<b>\$81,826</b>	2024
<a href="#">Kids Interdisciplinary Services Inc</a>	NC	\$411,345	Executive Director	\$77,334	<b>\$79,882</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Grace After Fire</a>	TX	\$467,771	President & Ceo	\$75,000	<b>\$72,848</b>	2024
<a href="#">Empowerment Systems Inc</a>	AZ	\$409,198	Ceo	\$137,441	<b>\$132,139</b>	2023
<a href="#">Detroit Youth Concert Choir And Performing Arts Company</a>	MI	\$470,203	President	\$64,400	<b>\$62,881</b>	2025
<a href="#">Nine Gates Programs Inc</a>	CA	\$399,422	Executive Direc	\$34,000	<b>\$29,350</b>	2023
<a href="#">Beacon Of Light Mental Health</a>	TX	\$485,727	Ex. Dir./pre	\$46,226	<b>\$44,900</b>	2024
<a href="#">Beyond The Badge Inc</a>	NY	\$391,052	Officer, Dir	\$11,195	<b>\$9,823</b>	2024
<a href="#">Platoon 22 Inc</a>	MD	\$488,889	Executive Di	\$80,000	<b>\$74,769</b>	2023
<a href="#">Living Free Inc</a>	TN	\$377,574	President	\$85,304	<b>\$84,822</b>	2025
<a href="#">Project Be Free A Nonprofit Corporation</a>	WA	\$371,130	Executive Director (Co-founder)	\$53,216	<b>\$47,630</b>	2023

**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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	53 organizations. Compensation range \$5,272–\$174,834; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$439,466); for reference, expenses \$526,373 and assets \$626,932.
ROLE MATCH	Donald M Hooton Jr, reported title " <i>PRESIDENT</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.

**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	87 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	85 <sup>th</sup>
Reportable pay only (column D), adjusted	87 <sup>th</sup>
All sources (D + E + F), adjusted	87 <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**

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 (Donald M Hooton Jr) 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 53 similarly situated organizations (Same NTEE sector (F99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$115,289 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 9, 2026.