

Vocation Ministry

Executive Director / CEO

EIN 810840693

TX · NTEE B99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rhonda Gruenewald, Executive Director / CEO** (\$84,167) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

Benchmarked executive: Rhonda Gruenewald — 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 (B99).
BUDGET	Total revenue between \$319,976 and \$716,365 — 0.67x to 1.50x the subject's \$477,577 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99) + TX + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,778	\$38,490	\$55,365	\$93,643	\$109,533	\$84,167
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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
Acpa Research & Education Foundation	TX	\$480,585	Acpa President	\$33,724	\$32,756	2024
Housecon	TX	\$473,937	Program Director	\$57,413	\$57,413	2023
International Alliance For Christian Education Nfp	TX	\$483,589	President	\$100,000	\$100,000	2023
Elevate Dallas	TX	\$461,045	Executive Di	\$22,300	\$21,660	2024
Bluebonnet Home Scholars Collaborative	TX	\$496,564	Chair Of Board Of Directors	\$12,060	\$11,412	2025
Catch The Next Inc	TX	\$443,997	Ceo	\$100,223	\$100,223	2023
Pipe Creek Christian School	TX	\$419,756	Trustee	\$36,077	\$34,139	2025
Hispanic-american Assoc Of E I	TX	\$538,860	Executive Director	\$41,600	\$39,365	2025
Houston Metropolitan Dance Center Inc	TX	\$550,243	Executive Director	\$40,579	\$39,415	2024
Midway Isd Education Foundation Inc	TX	\$554,780	Executive Director	\$50,323	\$48,879	2024
Breaking Down Barriers	TX	\$555,229	Ceo	\$319,700	\$310,528	2024
The Nobility Project	TX	\$392,021	Executive Director	\$96,336	\$96,336	2023
Lldc Lubbock Learning Differnce Center Inc	TX	\$564,400	President	\$10,600	\$10,296	2024
Su Casa De Esperanza Inc	TX	\$384,544	Executive Dir.	\$38,490	\$38,490	2023
Women In Neuroscience	TX	\$376,881	Interim Executive Director	\$57,000	\$55,365	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
International Academy Of Biological	TX	\$579,999	Executive Dir.	\$97,900	\$95,091	2024
W5yi Licensing Services Inc	TX	\$365,305	President	\$29,015	\$28,183	2024
Pivot Leadership Group	TX	\$360,303	Executive Director	\$95,940	\$93,187	2024
Tango Flight Inc	TX	\$595,762	Executive Director	\$176,332	\$171,273	2024
Lyric Performing Arts Company Inc	TX	\$356,051	Director	\$56,250	\$56,250	2023
The Texas Diversity Council	TX	\$354,062	Ceo	\$91,279	\$88,660	2024
Si Se Puede Schools	TX	\$350,000	Exec Directo	\$146,775	\$146,775	2023
The Knitting Guild Association	TX	\$349,095	Pres & Exec Dir	\$39,933	\$38,787	2024
Southern Bible Institute & College	TX	\$333,859	President	\$93,643	\$93,643	2023
Childrens' Disabilities Information	TX	\$325,779	President	\$45,000	\$45,000	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.

■ Sample, role match & sensitivity

PEER COUNT 29 organizations. Compensation range \$10,296–\$310,528; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$477,577); for reference, expenses \$347,234 and assets \$530,990.

ROLE MATCH Rhonda Gruenewald, reported title "*President*", 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 1 peer 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	62 nd
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	59 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 (Rhonda Gruenewald) 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 29 similarly situated organizations (Same NTEE sector (B99) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,167 is reasonable (approximately the 62nd 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.