

Family Promise Of Grayson County

Executive Director / CEO

EIN 811140179

TX · NTEE L41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Leigh Walker, Executive Director / CEO** (\$57,780) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **51st** percentile of comparable organizations

within the typical range

Benchmarked executive: Leigh Walker — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L41).

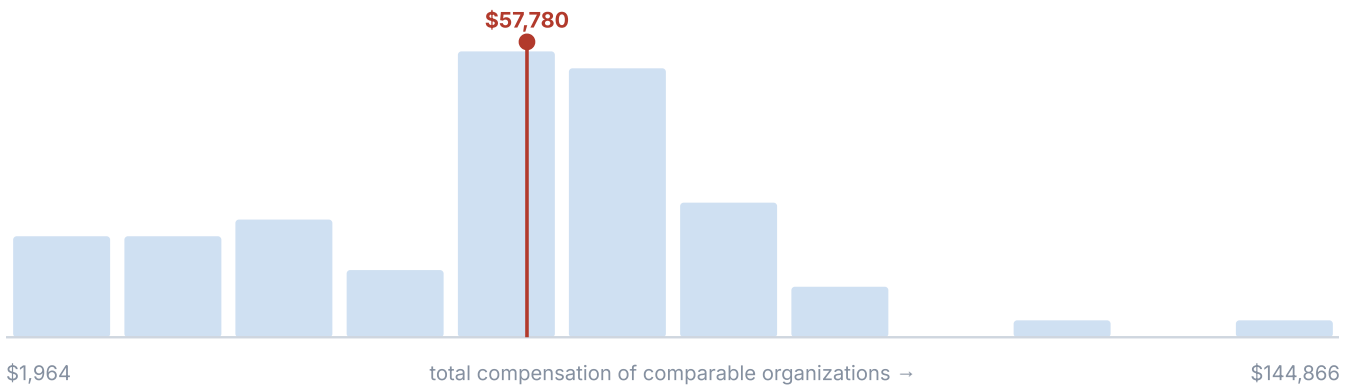
BUDGET Total revenue between \$174,492 and \$390,655 — 0.67x to 1.50x the subject's \$260,437 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L41), nationwide + budget 0.67–1.5x revenue.

69 organizations qualified on sector, size, and geography

→ **69** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,954	\$34,698	\$57,344	\$70,723	\$81,888	\$57,780
----------	----------	----------	----------	----------	----------



● 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
Geauga Faith Rescue Mission Inc	OH	\$261,428	Executive Director	\$55,250	\$58,500	2024
Collective Chicago	IL	\$257,496	President	\$65,769	\$64,638	2024
Greater Westfield Mass Committee For The Homeless Inc	MA	\$256,368	Executive Director	\$65,730	\$60,791	2023
Hope House Of McAlester Inc	OK	\$256,012	Executive Dir.	\$32,337	\$36,648	2023
Covenant International Foundation	NY	\$266,283	President & Ceo As Of Feb 2023	\$37,308	\$34,698	2023
Tims Clube	IA	\$252,434	Administrator	\$5,967	\$6,531	2024
Audrain County Shelter Resource Coalition	MO	\$270,203	Director	\$54,158	\$57,344	2024
Brothers Keeper Inc	IN	\$249,691	Facility Manager	\$48,508	\$51,139	2024
Murfreesboro Rescue Mission Inc	TN	\$271,580	Executive Di	\$46,800	\$49,178	2024
Visitation House Ministriesinc	TX	\$247,127	Executive Dir.	\$87,612	\$90,200	2023
Murfreesboro Cold Patrol Inc	TN	\$247,120	Executive Director	\$42,039	\$45,480	2023
Metro Womens Center	MN	\$273,758	Center Director	\$58,826	\$56,611	2025
Bethel House Of Whitewater Inc	WI	\$245,566	Director Of Case Management	\$48,750	\$50,897	2024
Gateway House Inc	DE	\$277,511	Executive Director	\$73,489	\$74,060	2023
Helping Hands-interfaith Coalition For	NY	\$278,522	Executive Director	\$68,499	\$61,878	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Haven Of Manitowoc County Inc	WI	\$278,915	Executive Director	\$62,250	\$64,991	2024
Mattoon Area Pads Community	IL	\$241,802	Exec Dir	\$74,287	\$73,010	2024
Gospel Homes For Women	CO	\$241,398	Treasurer	\$25,000	\$23,964	2024
Community Homeless Outreach	TN	\$280,112	Director	\$53,989	\$58,408	2023
Sitka Homeless Coalition	AK	\$239,078	Executive Di	\$66,561	\$63,616	2024
Dupage Housing Solutions Inc	IL	\$282,438	President & Ceo	\$7,460	\$7,332	2024
Family Promise Of Bradley County	TN	\$282,567	Executive Director	\$52,525	\$55,194	2024
Ashland Church Community Emergency	OH	\$237,807	Executive Di	\$49,920	\$54,417	2023
Washtenaw Housing Alliance	MI	\$284,243	Executive Di	\$103,370	\$109,812	2023
The Winter Sanctuary Inc	OH	\$286,321	Executive Di	\$41,577	\$44,023	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 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.

● Sample, role match & sensitivity

PEER COUNT 69 organizations. Compensation range \$1,964–\$144,866; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$260,437); for reference, expenses \$381,122 and assets \$372,349. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Leigh Walker, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers 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	51 st
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	48 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 (Leigh Walker) 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 69 similarly situated organizations (Same NTEE sector (L41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,780 is reasonable (approximately the 51st 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.