

San Antonio Foster Care And Adoption And Services

EIN 811504960

TX · NTEE P32

FY ending 2024-12-31

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Oralia Waldron, Executive Director / CEO** (\$35,000) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

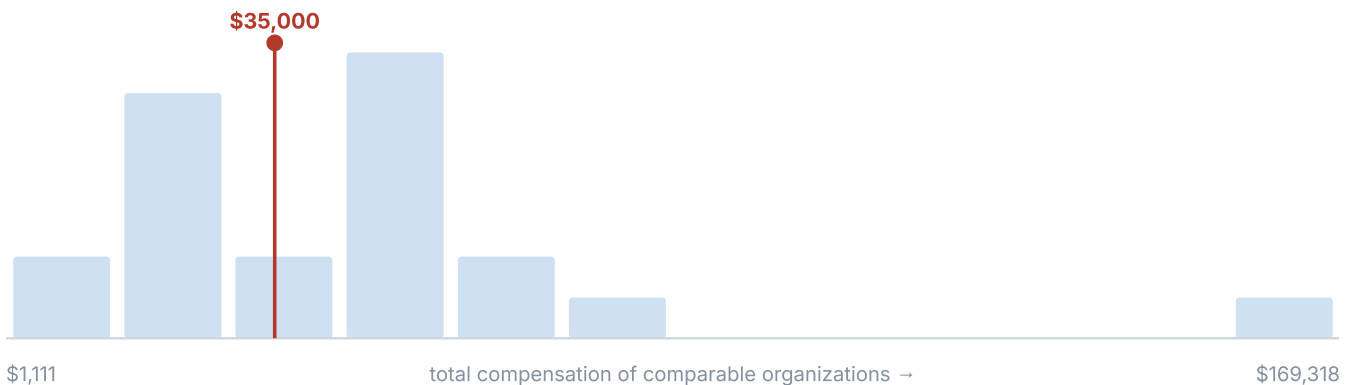
Benchmarked executive: Oralia Waldron — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P32).
BUDGET	Total revenue between \$126,730 and \$283,725 — 0.67x to 1.50x the subject's \$189,150 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P32), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,004 10TH	\$21,637 25TH	\$44,230 MEDIAN	\$56,110 75TH	\$67,670 90TH	\$35,000 THIS ORG · 38TH
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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
Safe Haven Foster Shoppe	WI	\$187,968	Executive Di	\$36,618	\$38,231	2024
Varner Foundation For Children And Families	OH	\$175,198	Executive Director	\$6,000	\$6,353	2024
Fostering Hope	MO	\$208,478	Executive Director	\$17,888	\$19,499	2023
The Foster Care Council Of Lexky Inc	KY	\$209,482	Executive Dir.	\$40,000	\$44,230	2023
Kearney Buffalo County Casa	NE	\$210,054	Executive Di	\$46,275	\$51,226	2023
Village Of Hope Maui Inc	HI	\$212,496	Executive Dir.	\$30,000	\$27,644	2023
One More One Less Project Inc	NC	\$215,727	President	\$62,500	\$64,559	2024
Foster Love Incorporation	NE	\$218,126	Executive Director	\$17,512	\$19,385	2023
Fostering Hope Tn Inc	TN	\$219,015	President	\$24,900	\$26,165	2024
The Family Compass Inc	IN	\$151,307	Chief Exec. Officer	\$156,000	\$169,318	2023
Foster Parent Association Of Wa State	WA	\$229,623	Executive Dir.	\$1,241	\$1,111	2024
All Our Kids Inc	MA	\$237,442	Executive Dir.	\$55,000	\$49,409	2024
Pressley Ridge Texas	TX	\$139,000	President/ceo/chair	\$45,118	\$46,451	2023
Advocates For Children Of Rural Nevada	NV	\$248,681	Executive Dir.	\$67,531	\$67,670	2024
Aging Up	CA	\$253,007	Co-founder/comm	\$52,920	\$47,032	2023
Restoration 225 Inc	CA	\$257,466	Execdirector	\$65,692	\$56,707	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
My Bag My Story	TN	\$263,145	Executive Dir.	\$20,000	\$21,637	2023
Heart Gallery Of Broward County	FL	\$267,649	Executive Di	\$77,208	\$74,651	2023
Adoptions Unlimited Inc	CA	\$270,479	Secretary	\$65,000	\$56,110	2024
United Connections Foster Family Agency	CA	\$278,402	Director	\$20,857	\$18,004	2024
Great Beginnings Early Childhood Center	CO	\$278,871	Executive Director	\$41,000	\$39,302	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	21 organizations. Compensation range \$1,111–\$169,318; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$189,150); for reference, expenses \$193,494 and assets \$0.
ROLE MATCH	Oralia Waldron, reported title <i>"EXECUTIVE DIRECTOR"</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	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	38 th
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	38 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 (Oralia Waldron) 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 21 similarly situated organizations (Same NTEE sector (P32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,000 is reasonable (approximately the 38th 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.