

Austens Autistic Adventures

Executive Director / CEO

EIN 814851684

TX · NTEE G84

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jamie Wheeler, Executive Director / CEO** (\$18,725) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Jamie Wheeler — reported title "Director", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

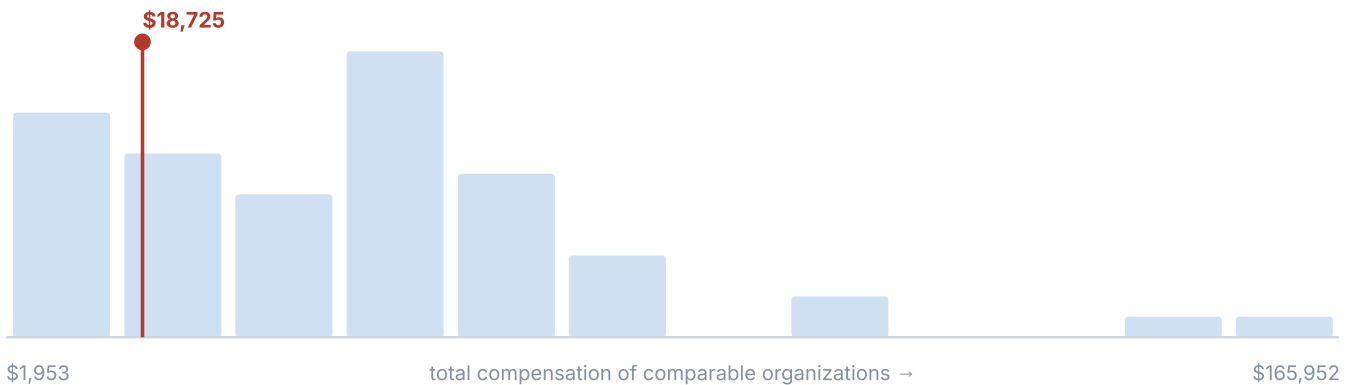
SECTOR Organizations sharing the subject's NTEE classification (G84).

BUDGET Total revenue between \$61,459 and \$137,595 — 0.67x to 1.50x the subject's \$91,730 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

57 organizations qualified on sector, size, and geography → **57** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,363	\$19,586	\$44,209	\$60,124	\$72,263	\$18,725
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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
Cleveland-rutherford Kidney Association	NC	\$91,389	Controller	\$59,500	\$61,460	2024
Connecticut Coalition For Organ And	CT	\$90,661	Executive Director	\$70,000	\$65,612	2024
Trisomy 18 Support Inc	MI	\$90,139	Executive Director	\$50,160	\$50,423	2025
Melanoma Education Foundation Inc	MA	\$88,728	President	\$14,000	\$12,577	2024
Alcanzando Inc	FL	\$95,659	Chief Exec O	\$45,750	\$42,965	2024
Spina Bifida Association Of Arizona	AZ	\$86,223	Executive Director	\$47,846	\$46,000	2024
Spina Bifida Assocation Of	FL	\$97,737	Executive Di	\$37,921	\$34,695	2025
Bakes For Breast Cancer Inc	MA	\$85,248	President	\$6,000	\$5,390	2024
Mattie J T Stepanek Foundation Inc	MD	\$98,461	President	\$26,000	\$25,018	2023
Heart Disease Research Institute	AZ	\$82,826	President	\$26,175	\$25,165	2024
Central Coast Autism Spectrum	CA	\$82,229	Executive Director	\$24,200	\$20,890	2024
Mercy Outreach Ministries Inc	OH	\$81,579	Executive Director	\$16,318	\$17,788	2023
Songs & Smiles	TX	\$81,482	Executive Director	\$46,800	\$45,594	2025
The Myasthenia Gravis Association	PA	\$79,181	Ed/ Director	\$44,992	\$46,178	2023
Massachusetts Health Information	MA	\$105,006	Administrative Director/cl	\$66,928	\$60,124	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Livlyme Foundation	CO	\$105,282	Director	\$48,000	\$49,313	2022
Virginia Association Of Workers For The	VA	\$106,184	Director	\$9,600	\$9,028	2025
Hope For Tomorrow Community	HI	\$76,896	Cfo	\$16,739	\$15,424	2023
Global Cancer Institute Inc	NJ	\$75,946	Executive Director	\$151,891	\$139,576	2023
American Council Of The Blind	OH	\$109,566	Executive Di	\$43,000	\$45,529	2024
Shattuck Partners Inc	MA	\$109,761	Executive Director	\$35,949	\$33,248	2023
South Carolina Ovarian Cancer Foundation	SC	\$110,142	Executive Director	\$41,174	\$44,209	2023
Cirs Project	CO	\$73,000	President	\$10,000	\$9,586	2024
Friends Of Trtf	TX	\$72,116	Chairman And Ceo	\$19,586	\$19,586	2024
Carroll County Memorial Hospital	MO	\$111,566	President/ceo - Ccmh	\$30,331	\$33,064	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 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	57 organizations. Compensation range \$1,953–\$165,952; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$91,730); for reference, expenses \$88,502 and assets \$1,700.
ROLE MATCH	Jamie Wheeler, reported title <i>"Director"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board

should confirm this is a comparable role.

RELATED-ORG PAY	6 peers 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	23 rd
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	19 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 (Jamie Wheeler) 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 57 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,725 is reasonable (approximately the 23rd 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.