

Bulverde-spring Branch Area

Executive Director / CEO

EIN 820567985

TX · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rhonda Zunker, Executive Director / CEO** (\$56,149) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

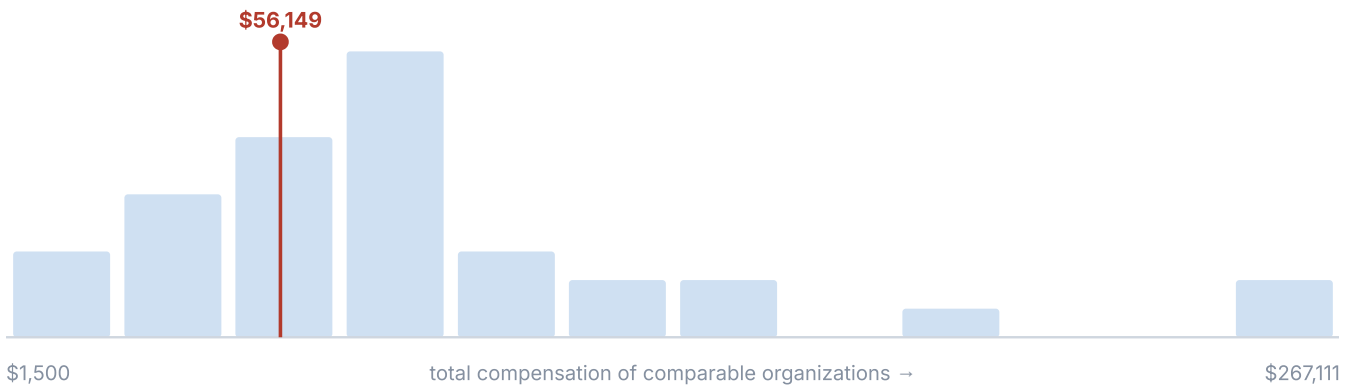
Benchmarked executive: Rhonda Zunker — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

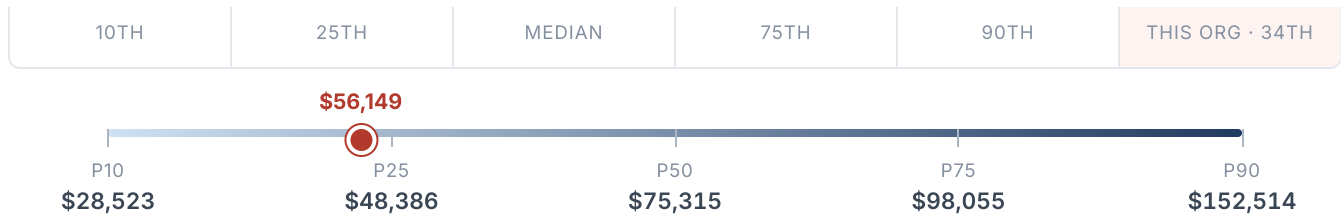
SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$221,391 and \$495,652 — 0.67x to 1.50x the subject's \$330,435 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41) + TX + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,523	\$48,386	\$75,315	\$98,055	\$152,514	\$56,149
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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
College Of Commerical Arbitrators	TX	\$328,221	Executive Dir.	\$73,830	\$73,830	2024
Texas Water Infrastructure Network	TX	\$327,112	Executive Director	\$245,000	\$252,237	2023
Burnet Chamber Of Commerce	TX	\$336,993	Executive Director	\$25,161	\$25,161	2024
Fire Sprinkler Contractors Assoc Of Tex	TX	\$321,705	Executive Director	\$42,004	\$43,245	2023
Texas Association Of Community Schools	TX	\$319,020	Executive Director	\$157,650	\$153,586	2025
Greater Austin Black Chamber Of Commerce	TX	\$345,608	Director	\$82,500	\$84,937	2023
Farm And Ranch Freedom Alliance	TX	\$353,371	Executive Director	\$33,567	\$33,567	2024
Tarrant Regional	TX	\$361,480	Executive Director	\$198,000	\$198,000	2024
Kyle Chamber Of Commerce	TX	\$367,498	Ceo	\$104,757	\$104,757	2024
Texas Rural Education Association	TX	\$367,627	Executive Director	\$133,900	\$133,900	2024
Accessibility Professionals Association	TX	\$288,892	Executive Director	\$75,108	\$77,326	2023
Identity Defined Security Alliance	TX	\$374,829	Executive Director, President, Treasurer, And Secretary	\$77,560	\$77,560	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cen-tex Hispanic Chamber Of Comm	TX	\$285,750	Presedent/ceo	\$75,315	\$75,315	2024
Invest Texas Council	TX	\$285,000	Director	\$10,000	\$10,295	2023
Ypo Bayou City	TX	\$377,049	Chapter Manager	\$48,009	\$46,772	2025
Provider Alliance For Community Service	TX	\$378,644	Executive Director	\$125,748	\$125,748	2024
Cen-tex African American Chamber Of Commerce Inc	TX	\$383,036	Executive Director	\$71,926	\$74,050	2023
Truckers Service Association	TX	\$273,129	President	\$1,500	\$1,500	2024
Theatre Owners Of Mid-america	TX	\$269,538	Executive Director	\$52,684	\$54,240	2023
Texas Land & Mineral Owners Association	TX	\$266,057	Executive Director	\$84,518	\$87,014	2023
Gillespie County Economic	TX	\$264,944	Executive Director	\$150,907	\$150,907	2024
South Congress Improvement Assoc	TX	\$263,862	Executive Di	\$40,048	\$40,048	2024
Alamo Angels	TX	\$250,232	Executive Director	\$16,360	\$16,843	2023
East Parker County Chamber Of Commerce	TX	\$416,219	President/ceo	\$88,610	\$88,610	2024
Ingleside Chamber Of Commerce	TX	\$417,508	Director	\$50,000	\$50,000	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	35 organizations. Compensation range \$1,500–\$267,111; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$330,435); for reference, expenses \$348,308 and assets \$131,321.
ROLE MATCH	Rhonda Zunker, 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	3 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	34 th
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	31 st

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 Zunker) 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 35 similarly situated organizations (Same NTEE sector (S41) + TX + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$56,149 is reasonable (approximately the 34th 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.