

Tbi Warrior Foundation

Executive Director / CEO

EIN 821561192

TX · NTEE B82

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Victor L Medina, Executive Director / CEO** (\$7,000) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

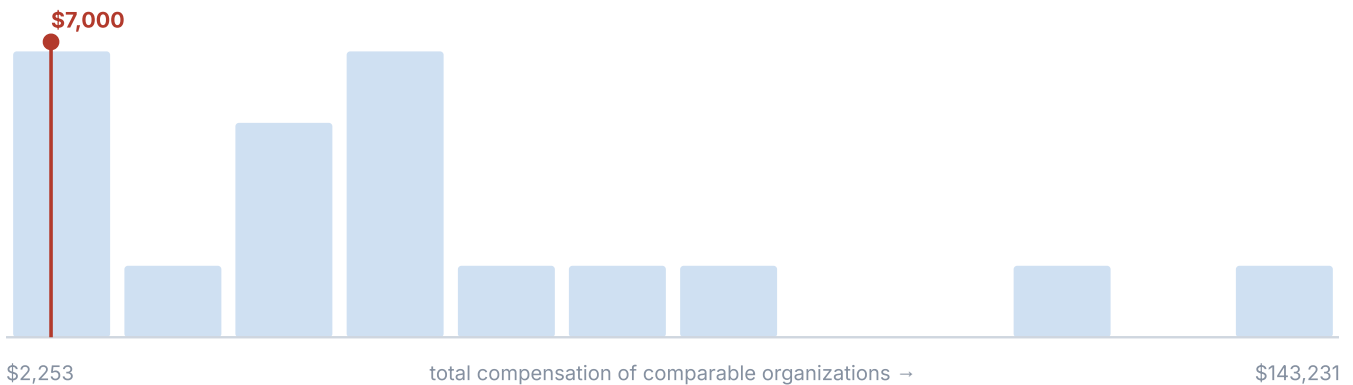
Benchmarked executive: Victor L Medina — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$179,671 and \$402,250 — 0.67x to 1.50x the subject's \$268,167 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82) + TX + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,385	\$20,607	\$38,852	\$60,120	\$88,961	\$7,000
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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
Texas Architectural Foundation	TX	\$264,935	Txa Evp	\$29,217	\$28,379	2024
The Hannon Cup Association	TX	\$286,071	Executive Director	\$28,500	\$28,500	2023
Mason Isd Scholarship Foundation	TX	\$300,662	Director	\$2,320	\$2,253	2024
Rey Feo Scholarship Foundation	TX	\$311,155	Executive Director	\$43,680	\$43,680	2023
Taahp Foundation	TX	\$221,410	Executive Di	\$20,607	\$20,607	2023
Texas Rural Education Association Foundation	TX	\$215,739	Executive Director	\$3,900	\$3,788	2024
Apro Charitable Foundation	TX	\$206,884	Ceo (01/23)	\$2,863	\$2,781	2024
Tara Sawyer Foundation	TX	\$205,242	Executive Director	\$75,000	\$72,848	2024
Joey's Dream Builders	TX	\$193,597	Executive Director	\$40,000	\$38,852	2024
Roever Foundation Inc	TX	\$342,987	President/di	\$60,120	\$60,120	2023
Education For Tomorrow Alliance	TX	\$346,227	President	\$116,473	\$113,131	2024
Texas Tennis Coaches Association	TX	\$354,243	Executive Director Exec Committee	\$45,000	\$43,709	2024
Fort Bend Forward Inc	TX	\$357,207	President And Ceo	\$9,606	\$9,606	2023
Tracy Andrus Foundation	TX	\$359,271	President & Ceo	\$67,500	\$67,500	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sanger Education Foundation Inc	TX	\$370,741	Executive Dir.	\$46,000	\$44,680	2024
Temple Education Foundation Inc	TX	\$393,152	Exec Director/development	\$33,805	\$32,835	2024
Mid-south Synergy Charitable Foundation	TX	\$401,935	President	\$147,462	\$143,231	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 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	17 organizations. Compensation range \$2,253–\$143,231; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$268,167); for reference, expenses \$252,941 and assets \$213,032.
ROLE MATCH	Victor L Medina, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 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	18th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	47 th
All sources (D + E + F), adjusted	6 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 (Victor L Medina) 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 17 similarly situated organizations (Same NTEE sector (B82) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,000 is reasonable (approximately the 18th 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.