

Tapestry Counseling Of East Texas Inc

Executive Director / CEO

EIN 823573768

TX · NTEE X20

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Rebecca Schall, Executive Director / CEO** (\$17,100) against **every comparable organization** that fit the selection criteria — **138** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

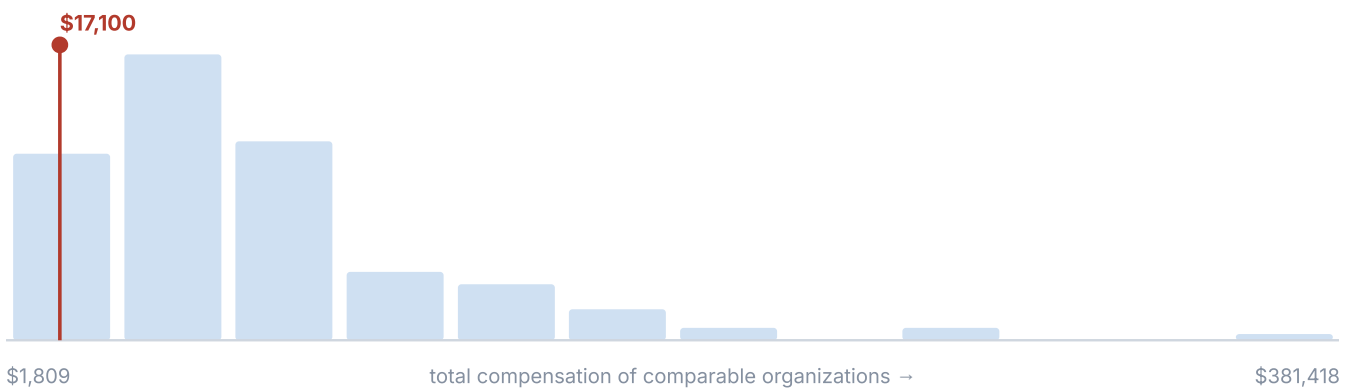
Benchmarked executive: Rebecca Schall — reported title "Clinic Director", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$248,868 and \$557,167 — 0.67x to 1.50x the subject's \$371,445 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + TX + budget 0.67–1.5x revenue.

138 organizations qualified on sector, size, and geography → **138** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,447	\$36,135	\$62,943	\$91,444	\$144,423	\$17,100
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 10TH
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\$17,100



● 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
Women On The Rock Inc	TX	\$371,578	Executive Di	\$45,000	\$45,000	2024
Wilderness Trek Christian Camp Inc	TX	\$372,449	Exec Dir →0	\$110,032	\$113,282	2023
Reino Capital	TX	\$369,607	Executive Director	\$106,090	\$106,090	2024
Prayers Of The People	TX	\$373,703	President	\$75,120	\$77,339	2023
Debra George Ministries	TX	\$374,197	President	\$77,710	\$80,005	2023
Hope For The Harvest Inc	TX	\$375,152	Executive Director	\$77,131	\$77,131	2024
Time For Christ Inc	TX	\$367,676	Director/jail Ministries Chaplain	\$54,000	\$52,608	2025
Leslie James DbA Alter Ministries Inc	TX	\$376,098	President	\$27,226	\$27,226	2024
Nueva Vida Iglesia Baustista Independiente Fundamental	TX	\$366,740	Minister/pastor	\$94,500	\$101,280	2022
Charlie Bing Gracelife Ministries	TX	\$366,136	President	\$167,112	\$167,112	2024
The Roots Network	TX	\$376,969	Pastor	\$118,696	\$118,696	2024
Undivided Heart Inc	TX	\$364,671	Director	\$57,615	\$57,615	2024
Pursuit 53	TX	\$364,457	Director	\$74,200	\$74,200	2024
Emerging Grace Ministries Inc	TX	\$380,424	Founder And Executive Directo	\$25,179	\$25,923	2023
My Brother's Keeper Outreach Center	TX	\$359,914	Ceo	\$82,500	\$84,937	2023
Pearl Haven Ministries Inc	TX	\$383,369	President	\$31,600	\$31,600	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Destiny Sports Mission Inc	TX	\$355,921	Founder/director	\$55,043	\$55,043	2024
Kingdom Acts Ministries International	TX	\$355,807	Pastor/president	\$45,504	\$46,848	2023
Sparkle Living Inc	TX	\$354,774	President	\$9,615	\$9,899	2023
Freedom In Jesus Ministries Inc	TX	\$354,631	President	\$25,988	\$26,756	2023
Frontline Evangelism Inc	TX	\$354,092	Officer	\$33,000	\$33,000	2024
Servant House Education Ministries And	TX	\$389,411	President	\$11,372	\$11,372	2024
Grow Gospel Initiatives	TX	\$390,281	President And Missionary	\$36,540	\$36,540	2024
Kingdom Come Ministries Inc	TX	\$392,507	Co-executive Director	\$68,360	\$68,360	2024
Stronghold Ministry	TX	\$350,024	Executive Director	\$80,960	\$83,351	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	138 organizations. Compensation range \$1,809–\$381,418; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$371,445); for reference, expenses \$342,584 and assets \$67,781.
ROLE MATCH	Rebecca Schall, reported title " <i>Clinic 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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	10 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	15 th
All sources (D + E + F), adjusted	9 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 (Rebecca Schall) 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 10, 2026, comparing compensation against 138 similarly situated organizations (Same NTEE sector (X20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,100 is reasonable (approximately the 10th 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 10, 2026.