

Ebby Halliday Foundation

Executive Director / CEO

This analysis benchmarks the total compensation of **Mary Poss, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

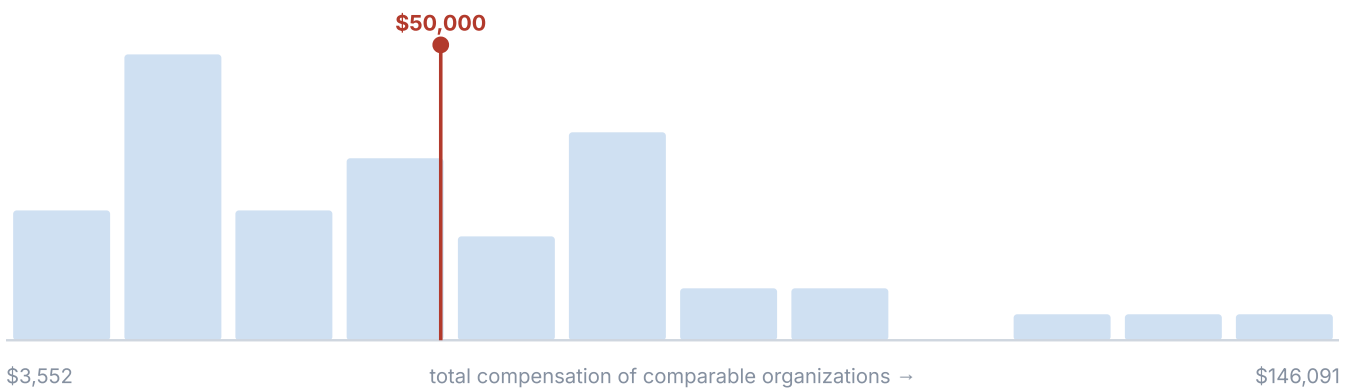
Benchmarked executive: Mary Poss — reported title “CHAIRMAN”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$145,351 and \$325,414 — 0.67x to 1.50x the subject's \$216,943 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + TX + budget 0.67–1.5x revenue.

47 organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,378	\$24,283	\$45,000	\$66,028	\$88,726	\$50,000
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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
Daughters Of The Most High God	TX	\$218,340	Chief Executive	\$65,000	\$66,920	2023
Michael Rowan Ministries Inc	TX	\$218,704	President	\$96,939	\$96,939	2024
Circle Of Hope Community Center	TX	\$219,688	Executive Director	\$45,000	\$45,000	2024
Crisis Intervention Of Houston Incorporated	TX	\$220,297	Executive Director	\$70,000	\$72,068	2023
Free The Captives	TX	\$222,896	Executive Dir.	\$51,754	\$53,283	2023
Lila Lane Outreach	TX	\$225,282	Executive Director	\$48,000	\$49,418	2023
Backpack Friends Incorporated	TX	\$207,581	Executive Director	\$82,955	\$85,405	2023
Inspiring Tomorrows Leaders	TX	\$200,582	President & Ceo	\$67,000	\$68,979	2023
New Life For A New Generation	TX	\$235,533	President &	\$24,000	\$24,709	2023
Possum Kingdom Lake Volunteer Fire	TX	\$237,087	Treasurer	\$11,800	\$11,800	2024
Familias Triunfadoras Inc	TX	\$238,486	Part Time Employee	\$12,500	\$12,869	2023
Intrepid Care	TX	\$191,302	Barker	\$48,071	\$48,071	2024
Kingdom Servants Inc	TX	\$244,775	Director/chairm	\$141,900	\$146,091	2023
Turner Leadership Strategies Inc	TX	\$246,470	President	\$43,409	\$44,691	2023
Amarillo Area Mental Health	TX	\$246,960	Executive Di	\$50,230	\$50,230	2024
Veteran Womens Enterprise Center	TX	\$185,752	Ceo/founder	\$30,000	\$30,886	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
311 Ministries	TX	\$184,586	Executive Director	\$64,160	\$66,055	2023
Testicular Cancer Foundation	TX	\$184,198	Ceo	\$23,000	\$23,000	2024
The Oasis Center	TX	\$252,559	Director	\$24,115	\$24,115	2024
Kaleidoscope Ministries	TX	\$177,997	Executive Director	\$62,292	\$62,292	2024
Dream Fund	TX	\$177,171	Executive Director	\$66,000	\$66,000	2024
And Then A New Day	TX	\$257,633	Executive Dir.	\$65,000	\$66,920	2023
Deep Roots Ministries Inc	TX	\$175,816	Executive Director	\$41,100	\$42,314	2023
S A Heals	TX	\$259,654	President	\$30,000	\$30,886	2023
Ifs Empowerment Center	TX	\$171,941	President & Ceo	\$24,550	\$24,550	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	47 organizations. Compensation range \$3,552–\$146,091; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$216,943); for reference, expenses \$215,278 and assets \$3,308,446.
ROLE MATCH	Mary Poss, reported title " <i>CHAIRMAN</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	2 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	57 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	55 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 (Mary Poss) 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 47 similarly situated organizations (Same NTEE sector (P20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 57th 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.