

# Waiting Under The Willow Foundation

Executive Director / CEO

EIN 841849268  
 TX · NTEE P20  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Angelique Strickler, Executive Director / CEO** (\$15,475) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

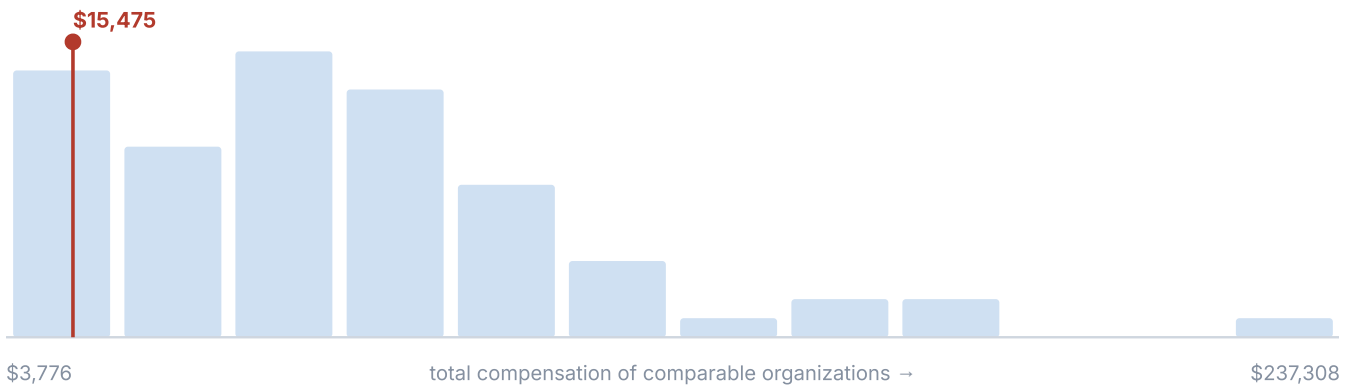
**Benchmarked executive:** Angelique Strickler — reported title “FOUNDER/TREASURER/EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$321,763 and \$720,366 — 0.67x to 1.50x the subject's \$480,244 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + TX + budget 0.67–1.5x revenue.

**70** organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,621	\$31,250	\$55,947	\$82,562	\$111,787	<b>\$15,475</b>
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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
<a href="#">The Women's Center Of Tarrant County</a>	TX	\$479,779	President/ceo	\$22,865	<b>\$22,865</b>	2024
<a href="#">Bridge The Gap Foundation</a>	TX	\$482,065	Ceo	\$32,000	<b>\$32,000</b>	2024
<a href="#">Minaret Foundation</a>	TX	\$483,180	Executive Director	\$50,500	<b>\$50,500</b>	2024
<a href="#">Fam Intentional Community</a>	TX	\$469,664	Executive Director	\$51,914	<b>\$51,914</b>	2024
<a href="#">The Barnabas Connection</a>	TX	\$468,825	Executive Director	\$72,486	<b>\$72,486</b>	2024
<a href="#">Port Neches Riverfest</a>	TX	\$492,530	Executive Di	\$13,750	<b>\$13,750</b>	2024
<a href="#">Partners In Hope - Texas</a>	TX	\$466,281	Executive Director	\$83,080	<b>\$85,534</b>	2023
<a href="#">Assist The Officer Inc</a>	TX	\$495,114	Executive Director	\$6,630	<b>\$6,630</b>	2024
<a href="#">Runnin Wj Therapeutic Center Inc</a>	TX	\$496,555	Executive Dir.	\$37,500	<b>\$38,608</b>	2023
<a href="#">Bold Idea Inc</a>	TX	\$462,464	President & Ceo	\$104,121	<b>\$101,437</b>	2025
<a href="#">Cultiv8community</a>	TX	\$501,019	Executive Dir.	\$150,000	<b>\$154,431</b>	2023
<a href="#">International Skills Inc</a>	TX	\$504,608	Director	\$70,000	<b>\$70,000</b>	2024
<a href="#">Rosa Es Rojo Inc</a>	TX	\$455,811	Founder	\$62,640	<b>\$64,490</b>	2023
<a href="#">Organization For The Development Of The Indigenous Maya - Odim</a>	TX	\$455,286	Executive Director	\$35,548	<b>\$35,548</b>	2024
<a href="#">Fostering Hope Austin</a>	TX	\$507,243	Executive Director	\$99,819	<b>\$99,819</b>	2024
<a href="#">Christians In Action</a>	TX	\$507,407	Former Executive Dir.	\$47,080	<b>\$48,471</b>	2023
<a href="#">Eveline's Sunshine Cottage</a>	TX	\$508,426	Executive Di	\$44,038	<b>\$44,038</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Raindrop Foundation San Antonio</a>	TX	\$451,138	Executive Ma	\$71,388	<b>\$73,497</b>	2023
<a href="#">The Network Of Behavioral Health</a>	TX	\$509,727	Executive Director Through 9/2022	\$106,966	<b>\$110,125</b>	2023
<a href="#">West Galveston Interfaith</a>	TX	\$511,926	Director	\$31,000	<b>\$31,000</b>	2024
<a href="#">7 More Inc</a>	TX	\$515,228	President	\$113,300	<b>\$113,300</b>	2024
<a href="#">The Kukhoma Project</a>	TX	\$516,268	Executive Dir.	\$47,219	<b>\$47,219</b>	2024
<a href="#">Loving Houston Inc</a>	TX	\$440,562	Exec Dir (Fo	\$83,833	<b>\$83,833</b>	2024
<a href="#">Madison County House Of Hope Inc</a>	TX	\$526,651	Director	\$10,785	<b>\$10,785</b>	2024
<a href="#">United In Christ Ministry Worldwide</a>	TX	\$530,543	President	\$10,000	<b>\$9,742</b>	2025

**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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	70 organizations. Compensation range \$3,776–\$237,308; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$480,244); for reference, expenses \$457,296 and assets \$99,508.
ROLE MATCH	Angelique Strickler, reported title " <i>FOUNDER/TREASURER/EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers 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	11 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	11 <sup>th</sup>
Reportable pay only (column D), adjusted	17 <sup>th</sup>
All sources (D + E + F), adjusted	11 <sup>th</sup>

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 (Angelique Strickler) 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 70 similarly situated organizations (Same NTEE sector (P20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,475 is reasonable (approximately the 11<sup>th</sup> 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.