

# Refresh Frisco

Executive Director / CEO

EIN 841894784  
 TX · NTEE P20  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Kristin Cagle, Executive Director / CEO** (\$8,654) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Kristin Cagle — reported title “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).

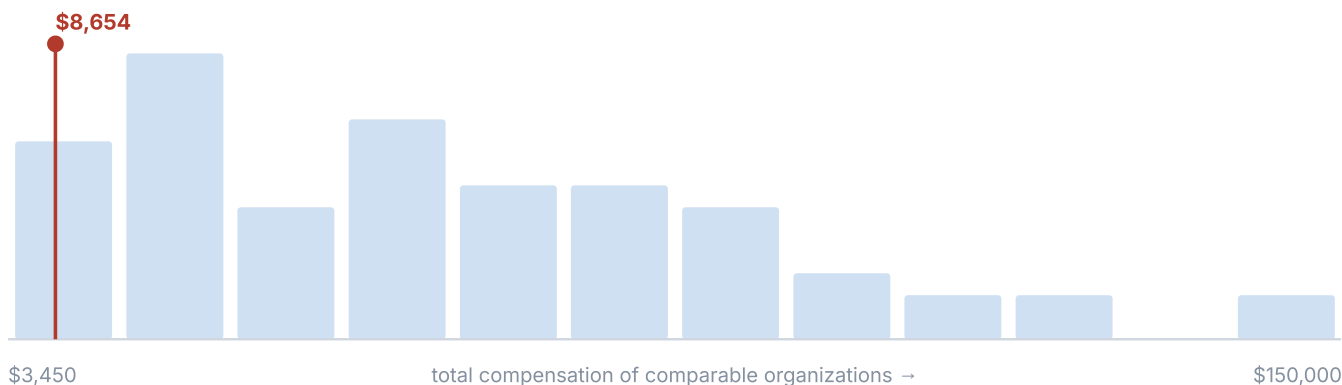
**BUDGET** Total revenue between \$224,922 and \$503,557 — 0.67x to 1.50x the subject's \$335,705 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P20) + TX + budget 0.67–1.5x revenue.

**67** organizations qualified on sector, size, and geography

→ **67** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,350

\$23,334

\$48,600

\$71,617

\$97,250

**\$8,654**

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 3RD
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\$8,654



## ■ 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="#">Brave Communities</a>	TX	\$333,912	Executive Director	\$78,333	<b>\$78,333</b>	2023
<a href="#">Transformation House</a>	TX	\$338,538	Executive Director	\$71,845	<b>\$71,845</b>	2023
<a href="#">Unique Avenue</a>	TX	\$329,498	Executive Director	\$99,246	<b>\$96,399</b>	2024
<a href="#">The Clubhouse For Special Needs</a>	TX	\$326,770	Administrative Director	\$53,280	<b>\$53,280</b>	2023
<a href="#">Advocates For Immigrant Survivors</a>	TX	\$326,092	Co-executive Director	\$111,619	<b>\$108,417</b>	2024
<a href="#">Touched By Faith Ministries Internationa</a>	TX	\$322,660	President	\$23,549	<b>\$22,873</b>	2024
<a href="#">The Alliance For Commercialization</a>	TX	\$321,267	Founder	\$122,675	<b>\$119,155</b>	2024
<a href="#">Micah 6 Of Austin Texas</a>	TX	\$321,238	Executive Director	\$62,316	<b>\$62,316</b>	2023
<a href="#">Burkburnett Grace Ministries Inc</a>	TX	\$319,588	Executive Di	\$13,000	<b>\$12,627</b>	2024
<a href="#">Navidad En El Barrio</a>	TX	\$354,178	Executive Director	\$24,000	<b>\$24,000</b>	2023
<a href="#">Magpies And Peacocks Inc</a>	TX	\$308,677	President	\$3,450	<b>\$3,450</b>	2023
<a href="#">Fatherless Network Or Widows And Orphans</a>	TX	\$363,779	President	\$42,000	<b>\$42,000</b>	2023
<a href="#">Step Onward Foundation</a>	TX	\$304,267	Co-founder/dir Develop	\$57,837	<b>\$56,178</b>	2024
<a href="#">Leadership Montgomery County Inc</a>	TX	\$302,929	Executive Director	\$96,186	<b>\$91,018</b>	2025
<a href="#">Home Of Joseph Foundation</a>	TX	\$288,408	Director	\$24,450	<b>\$23,749</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Crowley House Of Hope</a>	TX	\$385,389	Director Of Operations	\$57,717	<b>\$57,717</b>	2023
<a href="#">Hub City Outreach Center</a>	TX	\$385,543	Executive Director	\$52,737	<b>\$51,224</b>	2024
<a href="#">Citychurch Outreach Ministry Mckinney</a>	TX	\$285,475	President	\$23,931	<b>\$23,244</b>	2024
<a href="#">In His Care Ministries</a>	TX	\$386,578	Ceo	\$122,500	<b>\$118,985</b>	2024
<a href="#">Texas Christian Community Development Network</a>	TX	\$386,784	Executive Director	\$71,266	<b>\$71,266</b>	2023
<a href="#">Spirit Of Sharing Inc</a>	TX	\$387,998	Director	\$16,925	<b>\$16,925</b>	2023
<a href="#">El Paso Civic Education Organization</a>	TX	\$279,518	Lead Organizer	\$111,273	<b>\$111,273</b>	2023
<a href="#">Global Pendulum Inc</a>	TX	\$278,972	Director	\$64,375	<b>\$62,528</b>	2024
<a href="#">Successful Connections Inc</a>	TX	\$392,686	Executive Di	\$80,000	<b>\$77,705</b>	2024
<a href="#">Beaumont Dream Center</a>	TX	\$278,394	Operations Director	\$25,962	<b>\$25,962</b>	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 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 67 organizations. Compensation range \$3,450–\$150,000; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$335,705); for reference, expenses \$180,775 and assets \$317,046. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Kristin Cagle, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	3 <sup>rd</sup>
Reportable pay only (column D), adjusted	10 <sup>th</sup>
All sources (D + E + F), adjusted	3 <sup>rd</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 (Kristin Cagle) 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 67 similarly situated organizations (Same NTEE sector (P20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,654 is reasonable (approximately the 3<sup>rd</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.