

# Advocates For Immigrant Survivors

Executive Director / CEO

EIN 841933792

TX · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sarah Bryan, Executive Director / CEO** (\$111,619) 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 **94<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

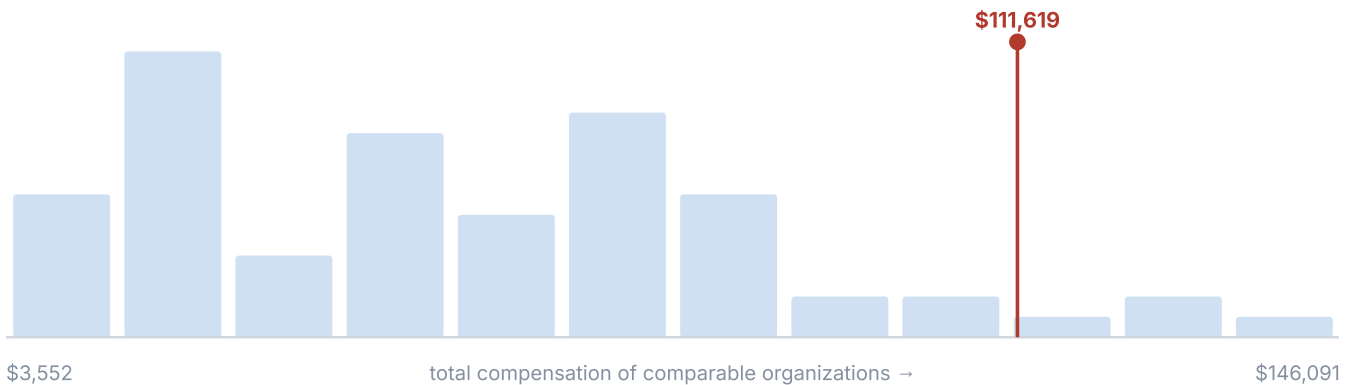
**Benchmarked executive:** Sarah Bryan — reported title “Co-Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$218,481 and \$489,138 — 0.67x to 1.50x the subject's \$326,092 (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



\$14,779	\$24,283	\$50,230	\$73,434	\$95,000	<b>\$111,619</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 Clubhouse For Special Needs</a>	TX	\$326,770	Administrative Director	\$53,280	<b>\$54,854</b>	2023
<a href="#">Unique Avenue</a>	TX	\$329,498	Executive Director	\$99,246	<b>\$99,246</b>	2024
<a href="#">Touched By Faith Ministries Internationa</a>	TX	\$322,660	President	\$23,549	<b>\$23,549</b>	2024
<a href="#">The Alliance For Commercialization</a>	TX	\$321,267	Founder	\$122,675	<b>\$122,675</b>	2024
<a href="#">Micah 6 Of Austin Texas</a>	TX	\$321,238	Executive Director	\$62,316	<b>\$64,157</b>	2023
<a href="#">Burkburnett Grace Ministries Inc</a>	TX	\$319,588	Executive Di	\$13,000	<b>\$13,000</b>	2024
<a href="#">Brave Communities</a>	TX	\$333,912	Executive Director	\$78,333	<b>\$80,647</b>	2023
<a href="#">Refresh Frisco</a>	TX	\$335,705	Executive Director	\$8,654	<b>\$8,910</b>	2023
<a href="#">Transformation House</a>	TX	\$338,538	Executive Driector	\$71,845	<b>\$73,967</b>	2023
<a href="#">Magpies And Peacocks Inc</a>	TX	\$308,677	President	\$3,450	<b>\$3,552</b>	2023
<a href="#">Step Onward Foundation</a>	TX	\$304,267	Co-founder/dir Develop	\$57,837	<b>\$57,837</b>	2024
<a href="#">Leadership Montgomery County Inc</a>	TX	\$302,929	Executive Director	\$96,186	<b>\$93,707</b>	2025
<a href="#">Navidad En El Barrio</a>	TX	\$354,178	Executive Director	\$24,000	<b>\$24,709</b>	2023
<a href="#">Home Of Joseph Foundation</a>	TX	\$288,408	Director	\$24,450	<b>\$24,450</b>	2024
<a href="#">Fatherless Network Or Widows And Orphans</a>	TX	\$363,779	President	\$42,000	<b>\$43,241</b>	2023
<a href="#">Citychurch Outreach Ministry Mckinney</a>	TX	\$285,475	President	\$23,931	<b>\$23,931</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">El Paso Civic Education Organization</a>	TX	\$279,518	Lead Organizer	\$111,273	<b>\$114,560</b>	2023
<a href="#">Global Pendulum Inc</a>	TX	\$278,972	Director	\$64,375	<b>\$64,375</b>	2024
<a href="#">Beaumont Dream Center</a>	TX	\$278,394	Operations Director	\$25,962	<b>\$26,729</b>	2023
<a href="#">Cmtm-children Matter The Most - Family Life Center</a>	TX	\$276,484	Case Management Director	\$39,130	<b>\$39,130</b>	2024
<a href="#">Bluebirds Hope Inc</a>	TX	\$275,551	Ceo/board President	\$82,000	<b>\$82,000</b>	2024
<a href="#">Wings Of Blessing</a>	TX	\$272,552	Director	\$48,000	<b>\$48,000</b>	2024
<a href="#">Crowley House Of Hope</a>	TX	\$385,389	Director Of Operations	\$57,717	<b>\$59,422</b>	2023
<a href="#">Hub City Outreach Center</a>	TX	\$385,543	Executive Director	\$52,737	<b>\$52,737</b>	2024
<a href="#">In His Care Ministries</a>	TX	\$386,578	Ceo	\$122,500	<b>\$122,500</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 67 organizations. Compensation range \$3,552–\$146,091; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$326,092); for reference, expenses \$290,543 and assets \$167,546.

**ROLE MATCH** Sarah Bryan, reported title "*Co-Executive Director*", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	94 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	96 <sup>th</sup>
Reportable pay only (column D), adjusted	96 <sup>th</sup>
All sources (D + E + F), adjusted	90 <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 (Sarah Bryan) 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 \$111,619 is reasonable (approximately the 94<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.