

Texas Grandparents Raising Grandchildren Inc

EIN 841976315

TX · NTEE P40

FY ending 2024-12-31

June 9, 2026

Executive Director / CEO

This analysis benchmarks the total compensation of **Mercedes Bristol, Executive Director / CEO** (\$38,000) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

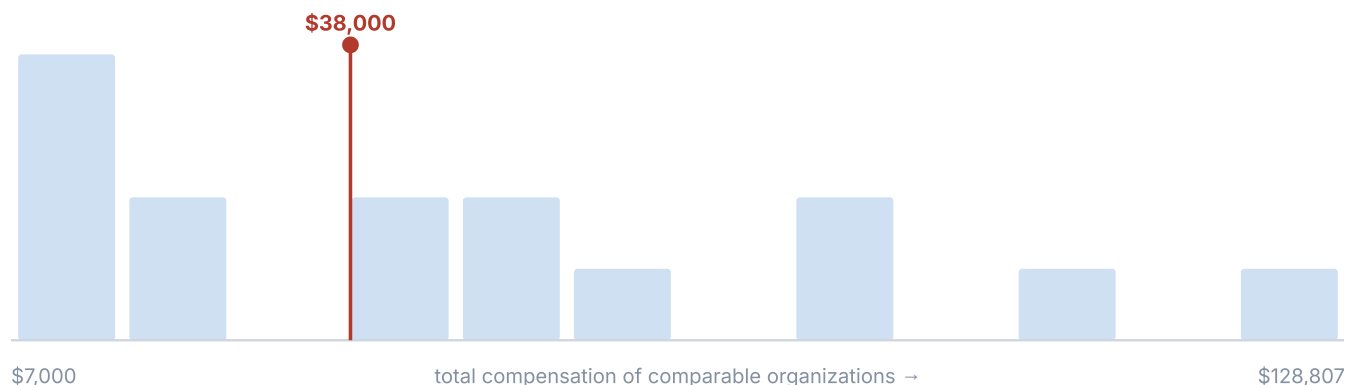
Benchmarked executive: Mercedes Bristol — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P40).
BUDGET	Total revenue between \$185,301 and \$414,855 — 0.67x to 1.50x the subject's \$276,570 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40) + TX + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,071 10TH	\$18,592 25TH	\$44,684 MEDIAN	\$72,386 75TH	\$96,372 90TH	\$38,000 THIS ORG · 40TH
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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
Hope Spring Community	TX	\$274,799	Executive Di	\$7,000	\$7,000	2024
Rockwall Grace Center For Family &	TX	\$278,985	Executive Di	\$100,000	\$102,954	2023
Beltway 8 South Crisis Pregnancy	TX	\$284,207	Executive Di	\$56,224	\$56,224	2024
Two Lives Changed	TX	\$264,522	Executive Director	\$14,184	\$14,184	2024
The Forward Foundation	TX	\$290,161	President	\$128,807	\$128,807	2024
Southern Sudan Mission Inc	TX	\$297,124	President	\$43,402	\$44,684	2023
Healing Thine Hearts Ministries	TX	\$246,148	President	\$11,701	\$11,701	2024
Carsons Village	TX	\$309,758	Coo	\$61,610	\$61,610	2024
In The City For Good	TX	\$316,769	President/ceo/director	\$52,000	\$52,000	2024
Tates Place	TX	\$318,493	President/ceo	\$23,000	\$23,000	2024
Leon County Domestic Violence Advocates Inc	TX	\$328,270	Program Director	\$80,775	\$83,161	2023
Center For Mighty Marriages And Families Inc	TX	\$216,120	President	\$86,500	\$86,500	2024
Pregnancy Help Center Of Williamson County	TX	\$206,654	Executive Director	\$41,481	\$42,706	2023
Texas Community Counseling	TX	\$347,313	Executive Director	\$7,318	\$7,318	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Created With Purpose Of West Texas	TX	\$371,110	Executive Di	\$24,000	\$24,709	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	15 organizations. Compensation range \$7,000–\$128,807; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$276,570); for reference, expenses \$370,634 and assets \$0.
ROLE MATCH	Mercedes Bristol, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	40 th
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	40 th
All sources (D + E + F), adjusted	40 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 (Mercedes Bristol) 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 15 similarly situated organizations (Same NTEE sector (P40) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,000 is reasonable (approximately the 40th 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.