

Marthas Ranch Foundation

Executive Director / CEO

EIN 844827448

TX · NTEE G84

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Christy Radaker, Executive Director / CEO** (\$25,038) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

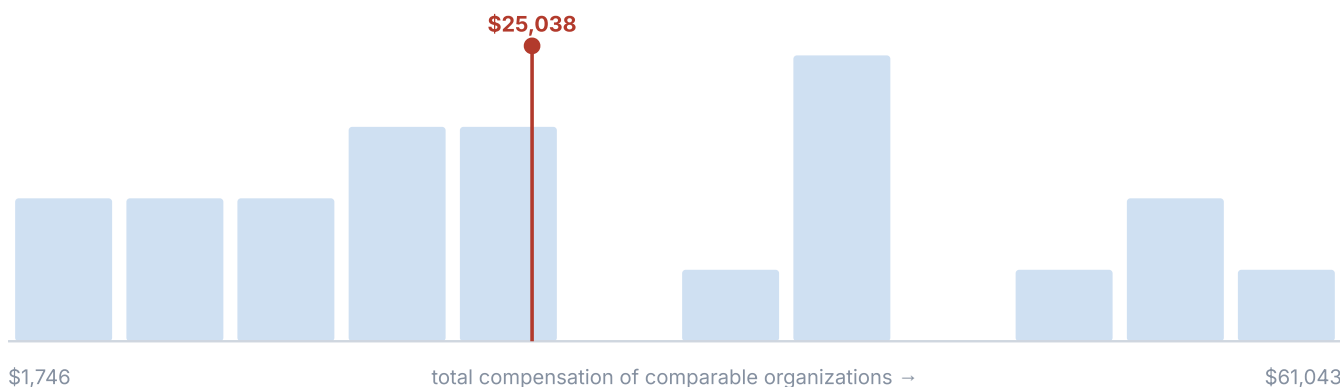
Benchmarked executive: Christy Radaker — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G84).
BUDGET	Total revenue between \$116,888 and \$261,690 — 0.67x to 1.50x the subject's \$174,460 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (G84), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,682	\$15,884	\$25,263	\$37,894	\$52,646	\$25,038
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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
Wetherald Behavioral Academy Inc	GA	\$172,453	Board Member	\$26,372	\$25,747	2024
Chestor House Inc	CO	\$179,566	President	\$1,875	\$1,746	2024
Pop Earth Corporation	NY	\$179,952	Executive Di	\$60,000	\$52,646	2024
Autism Society Of America Foundation	MD	\$181,121	President And Ceo	\$52,831	\$47,960	2024
Candor Nc	NC	\$182,134	Executive Director	\$19,250	\$19,884	2023
Sensational Fun Inc	NY	\$193,991	Executive Director	\$26,750	\$24,164	2023
Together Enhancing Autism Awareness In	MS	\$195,740	Ceo	\$29,203	\$32,515	2023
Garretts Place Life Skills Center For Autism	MI	\$196,480	Executive Director	\$13,594	\$13,625	2024
Coles Horse Autism Therapy Station	VA	\$199,361	Sec/treasurer	\$11,109	\$10,723	2023
Multicultural Autism Action Network	MN	\$203,519	Executive Director	\$39,495	\$37,894	2024
International Society For Austism	FL	\$205,078	Executive Di	\$18,270	\$16,666	2024
Autism Trust Usa	TX	\$208,305	Secretary	\$40,220	\$40,220	2023
Autism Society Of The Keys Inc	FL	\$211,036	Executive Dir.	\$65,000	\$61,043	2023
Ag For Autism	AR	\$216,270	Assistant	\$5,000	\$5,458	2024
Asd Adult Achievement Center Inc	FL	\$218,689	President	\$26,900	\$25,263	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hunt2heal	MI	\$226,580	Executive Director	\$56,750	\$55,411	2025
Asls Incorporated	CA	\$231,051	President	\$8,899	\$7,682	2023
Seeds Of Love	PA	\$237,579	Gm/president	\$15,933	\$15,884	2023
Autism After 21 Inc	FL	\$254,859	Director	\$40,000	\$36,487	2024
Abilities Workshop Inc	FL	\$257,827	Director	\$40,000	\$36,487	2024
5-eleven Hoops	CA	\$260,670	Executive Director	\$25,600	\$21,465	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 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.

■ Sample, role match & sensitivity

PEER COUNT 21 organizations. Compensation range \$1,746–\$61,043; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$174,460); for reference, expenses \$245,073 and assets \$2,412,241. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Christy Radaker, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 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	48 th
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	43 rd

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 (Christy Radaker) 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 21 similarly situated organizations (Same NTEE sector (G84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,038 is reasonable (approximately the 48th 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.