

Interrwellness Retreat Center Inc

Executive Director / CEO

EIN 862162344

TX · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Luis Dulac, Executive Director / CEO** (\$23,000) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

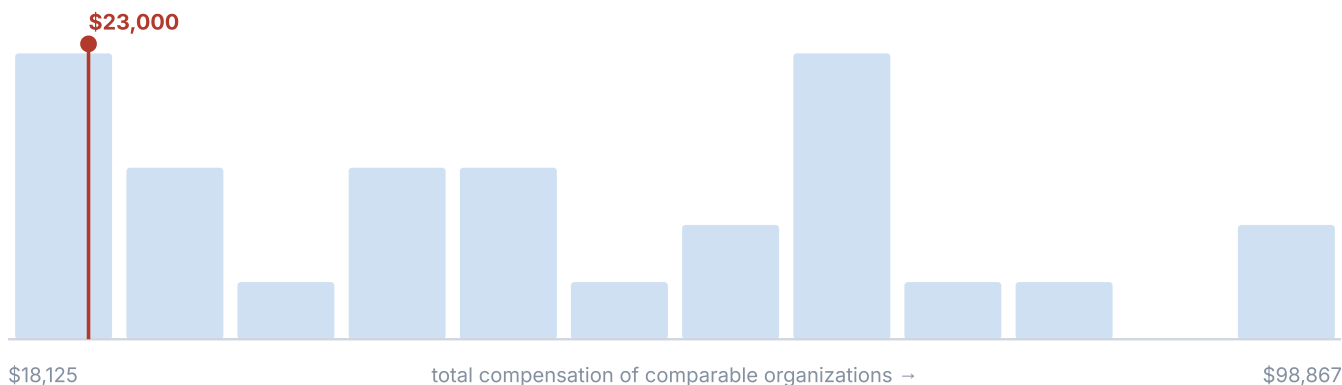
Benchmarked executive: Luis Dulac — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$105,003 and \$235,081 — 0.67x to 1.50x the subject's \$156,721 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + TX + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,600	\$30,886	\$49,418	\$66,488	\$77,403	\$23,000
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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
Power House Recovery Center	TX	\$151,253	Dir Treasurer	\$29,389	\$30,257	2023
Helping Hands Of Kilgore	TX	\$162,622	Executive Dir.	\$33,000	\$33,000	2024
Dallas Kids First	TX	\$150,321	Director, Bo	\$59,601	\$61,361	2023
Ifs Empowerment Center	TX	\$171,941	President & Ceo	\$24,550	\$24,550	2024
Baptist Center For Global Concerns	TX	\$139,797	President	\$38,179	\$39,307	2023
Deep Roots Ministries Inc	TX	\$175,816	Executive Director	\$41,100	\$42,314	2023
Moms Club	TX	\$137,035	Chairman, President And Director	\$24,000	\$24,000	2024
Dream Fund	TX	\$177,171	Executive Director	\$66,000	\$66,000	2024
Kaleidoscope Ministries	TX	\$177,997	Executive Director	\$62,292	\$62,292	2024
Testicular Cancer Foundation	TX	\$184,198	Ceo	\$23,000	\$23,000	2024
311 Ministries	TX	\$184,586	Executive Director	\$64,160	\$66,055	2023
The Pat Green Foundation	TX	\$127,906	Executive Director	\$67,650	\$69,648	2023
Veteran Womens Enterprise Center	TX	\$185,752	Ceo/founder	\$30,000	\$30,886	2023
Capernaum Inc	TX	\$124,878	President	\$96,031	\$98,867	2023
Medina County Food Pantry	TX	\$123,585	Manager	\$21,488	\$22,123	2023
Intrepid Care	TX	\$191,302	Barker	\$48,071	\$48,071	2024
Texas Association Of Soccer Coaches	TX	\$119,065	Chief Operat	\$18,125	\$18,125	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
La Voz Del Consolador	TX	\$113,301	Media	\$30,000	\$30,886	2023
Inspiring Tomorrows Leaders	TX	\$200,582	President & Ceo	\$67,000	\$68,979	2023
Backpack Friends Incorporated	TX	\$207,581	Executive Director	\$82,955	\$85,405	2023
Ebby Halliday Foundation	TX	\$216,943	Chairman	\$50,000	\$50,000	2024
Daughters Of The Most High God	TX	\$218,340	Chief Executive	\$65,000	\$66,920	2023
Michael Rowan Ministries Inc	TX	\$218,704	President	\$96,939	\$96,939	2024
Circle Of Hope Community Center	TX	\$219,688	Executive Director	\$45,000	\$45,000	2024
Crisis Intervention Of Houston Incorporated	TX	\$220,297	Executive Director	\$70,000	\$72,068	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 27 organizations. Compensation range \$18,125–\$98,867; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$156,721); for reference, expenses \$146,285 and assets \$1,977,515.

ROLE MATCH Luis Dulac, reported title "*PRESIDENT*", 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	15 th
All sources (D + E + F), adjusted	7 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 (Luis Dulac) 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 27 similarly situated organizations (Same NTEE sector (P20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,000 is reasonable (approximately the 7th 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.