

The Clubhouse For Special Needs

Executive Director / CEO

EIN 870760832

TX · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Barbara Freeborn, Executive Director / CEO** (\$53,280) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

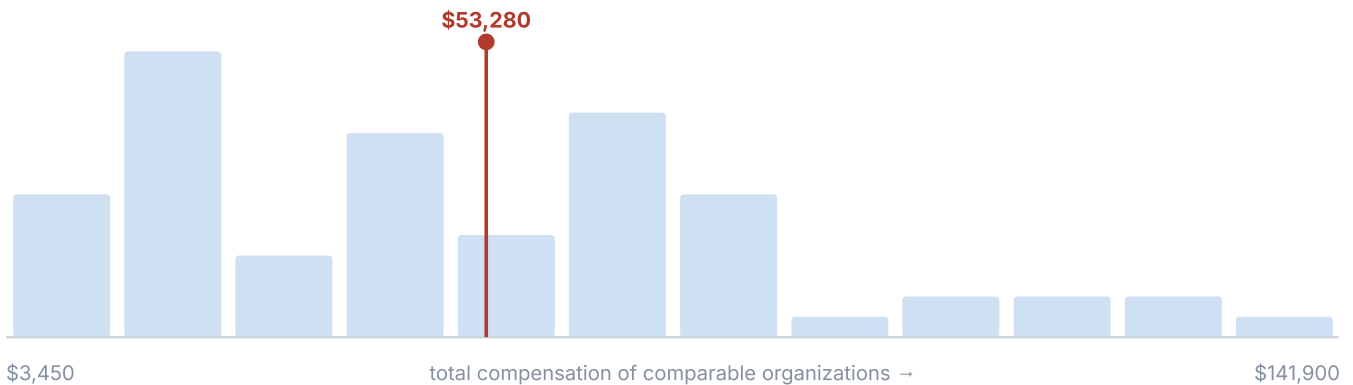
Benchmarked executive: Barbara Freeborn — reported title “Administrative Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$218,935 and \$490,155 — 0.67x to 1.50x the subject's \$326,770 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + TX + budget 0.67–1.5x revenue.

66 organizations qualified on sector, size, and geography → **66** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,186	\$23,505	\$48,695	\$71,358	\$93,709	\$53,280
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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
Advocates For Immigrant Survivors	TX	\$326,092	Co-executive Director	\$111,619	\$108,417	2024
Unique Avenue	TX	\$329,498	Executive Director	\$99,246	\$96,399	2024
Touched By Faith Ministries Internationa	TX	\$322,660	President	\$23,549	\$22,873	2024
The Alliance For Commercialization	TX	\$321,267	Founder	\$122,675	\$119,155	2024
Micah 6 Of Austin Texas	TX	\$321,238	Executive Director	\$62,316	\$62,316	2023
Brave Communities	TX	\$333,912	Executive Director	\$78,333	\$78,333	2023
Burkburnett Grace Ministries Inc	TX	\$319,588	Executive Di	\$13,000	\$12,627	2024
Refresh Frisco	TX	\$335,705	Executive Director	\$8,654	\$8,654	2023
Transformation House	TX	\$338,538	Executive Driector	\$71,845	\$71,845	2023
Magpies And Peacocks Inc	TX	\$308,677	President	\$3,450	\$3,450	2023
Step Onward Foundation	TX	\$304,267	Co-founder/dir Develop	\$57,837	\$56,178	2024
Leadership Montgomery County Inc	TX	\$302,929	Executive Director	\$96,186	\$91,018	2025
Navidad En El Barrio	TX	\$354,178	Executive Director	\$24,000	\$24,000	2023
Fatherless Network Or Widows And Orphans	TX	\$363,779	President	\$42,000	\$42,000	2023
Home Of Joseph Foundation	TX	\$288,408	Director	\$24,450	\$23,749	2024
Citychurch Outreach Ministry Mckinney	TX	\$285,475	President	\$23,931	\$23,244	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
El Paso Civic Education Organization	TX	\$279,518	Lead Organizer	\$111,273	\$111,273	2023
Global Pendulum Inc	TX	\$278,972	Director	\$64,375	\$62,528	2024
Beaumont Dream Center	TX	\$278,394	Operations Director	\$25,962	\$25,962	2023
Cmtm-children Matter The Most - Family Life Center	TX	\$276,484	Case Management Director	\$39,130	\$38,007	2024
Bluebirds Hope Inc	TX	\$275,551	Ceo/board President	\$82,000	\$79,647	2024
Wings Of Blessing	TX	\$272,552	Director	\$48,000	\$46,623	2024
Crowley House Of Hope	TX	\$385,389	Director Of Operations	\$57,717	\$57,717	2023
Hub City Outreach Center	TX	\$385,543	Executive Director	\$52,737	\$51,224	2024
In His Care Ministries	TX	\$386,578	Ceo	\$122,500	\$118,985	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 66 organizations. Compensation range \$3,450–\$141,900; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$326,770); for reference, expenses \$464,386 and assets \$169,734. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Barbara Freeborn, reported title "*Administrative Director*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	58 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	53 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 (Barbara Freeborn) 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 66 similarly situated organizations (Same NTEE sector (P20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,280 is reasonable (approximately the 58th 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.