

Youth Positive Impact Coaching

Executive Director / CEO

EIN 873311464

TX · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joe Yow, Executive Director / CEO** (\$83,200) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P20).

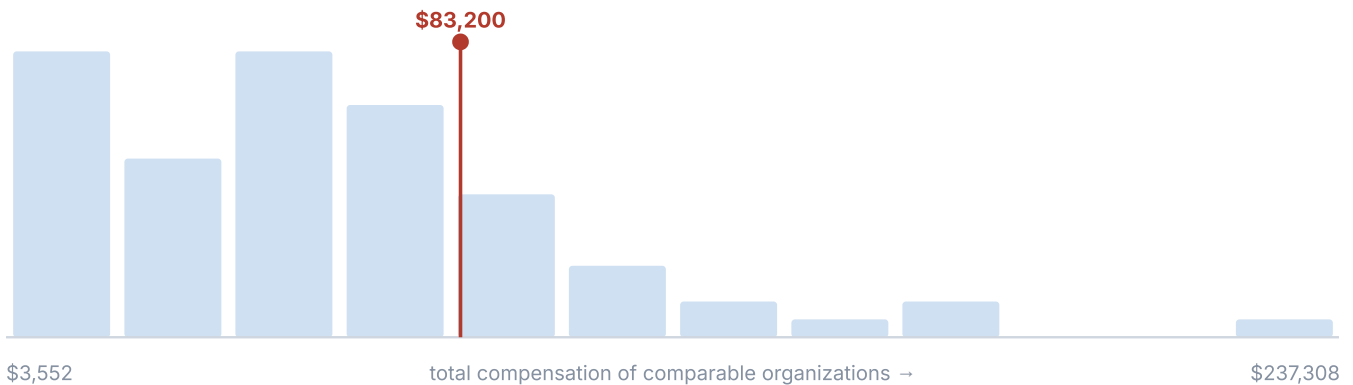
BUDGET Total revenue between \$281,141 and \$629,421 — 0.67x to 1.50x the subject's \$419,614 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + TX + budget 0.67–1.5x revenue.

73 organizations qualified on sector, size, and geography

→ **73** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,150	\$24,450	\$55,000	\$80,647	\$111,320	\$83,200
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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
Artvango Therapeutic Services Inc	TX	\$419,921	President And Ceo	\$62,500	\$64,346	2023
El Tesoro Foundation	TX	\$416,389	President & Ceo	\$18,976	\$18,976	2024
Sound The Trumpet Ministries	TX	\$415,683	President &	\$75,500	\$75,500	2024
Global Renewal Inc	TX	\$426,132	President	\$48,600	\$50,036	2023
Bastrop Hope House	TX	\$428,009	President	\$12,100	\$12,457	2023
Redemptive Faith Inc	TX	\$401,026	President	\$47,584	\$47,584	2024
Loving Houston Inc	TX	\$440,562	Exec Dir (Fo	\$83,833	\$83,833	2024
Haven Of Rest Ministries Inc	TX	\$397,597	Executive Director	\$39,798	\$40,974	2023
Allied Womens Center Of San Antonio	TX	\$395,709	At-large	\$68,000	\$68,000	2024
God's Open Door To Eternal Life Inc	TX	\$393,169	President/ex	\$19,250	\$19,250	2024
Successful Connections Inc	TX	\$392,686	Executive Di	\$80,000	\$80,000	2024
Raindrop Foundation San Antonio	TX	\$451,138	Executive Ma	\$71,388	\$73,497	2023
Spirit Of Sharing Inc	TX	\$387,998	Director	\$16,925	\$17,425	2023
Texas Christian Community Development Network	TX	\$386,784	Executive Director	\$71,266	\$73,371	2023
In His Care Ministries	TX	\$386,578	Ceo	\$122,500	\$122,500	2024
Hub City Outreach Center	TX	\$385,543	Executive Director	\$52,737	\$52,737	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Crowley House Of Hope	TX	\$385,389	Director Of Operations	\$57,717	\$59,422	2023
Organization For The Development Of The Indigenous Maya - Odim	TX	\$455,286	Executive Director	\$35,548	\$35,548	2024
Rosa Es Rojo Inc	TX	\$455,811	Founder	\$62,640	\$64,490	2023
Bold Idea Inc	TX	\$462,464	President & Ceo	\$104,121	\$101,437	2025
Partners In Hope - Texas	TX	\$466,281	Executive Director	\$83,080	\$85,534	2023
The Barnabas Connection	TX	\$468,825	Executive Director	\$72,486	\$72,486	2024
Fam Intentional Community	TX	\$469,664	Executive Director	\$51,914	\$51,914	2024
Fatherless Network Or Widows And Orphans	TX	\$363,779	President	\$42,000	\$43,241	2023
The Women's Center Of Tarrant County	TX	\$479,779	President/ceo	\$22,865	\$22,865	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.

● Sample, role match & sensitivity

PEER COUNT **73** organizations. Compensation range \$3,552–\$237,308; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$419,614); for reference, expenses \$207,237 and assets \$212,377. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Joe Yow, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	75 th
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	71 st

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 (Joe Yow) 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 73 similarly situated organizations (Same NTEE sector (P20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,200 is reasonable (approximately the 75th 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.