

The Coming Home Project

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Nathan Brown, Executive Director / CEO** (\$16,000) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

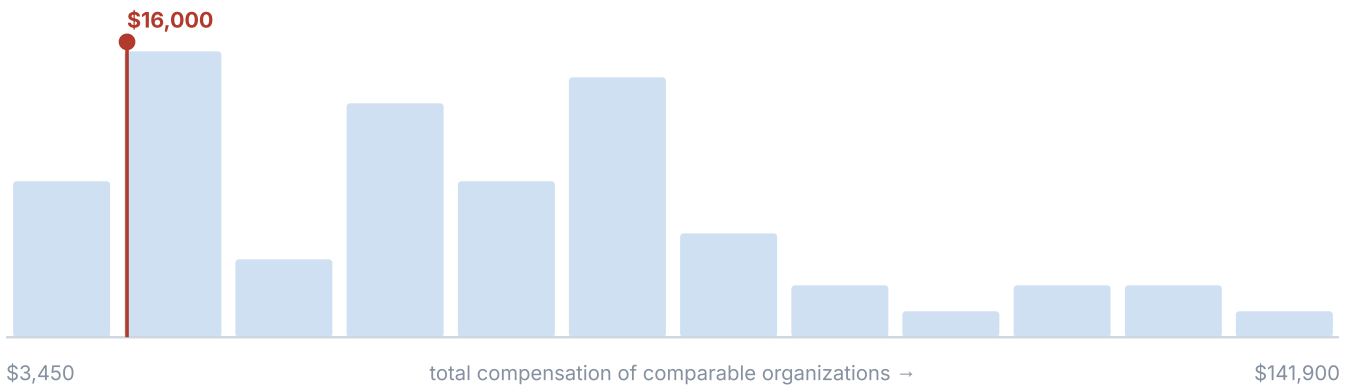
Benchmarked executive: Nathan Brown — reported title “Executive Dir.,” a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$175,777 and \$393,532 — 0.67x to 1.50x the subject's \$262,355 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + TX + budget 0.67–1.5x revenue.

57 organizations qualified on sector, size, and geography → **57** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,491	\$24,000	\$48,789	\$70,000	\$95,054	\$16,000
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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
Outer Court Ministries Inc	TX	\$264,120	President	\$12,816	\$13,341	2022
Institute For Liberal Values	TX	\$264,902	Treasurer	\$20,000	\$19,426	2024
S A Heals	TX	\$259,654	President	\$30,000	\$30,000	2023
And Then A New Day	TX	\$257,633	Executive Dir.	\$65,000	\$65,000	2023
The Oasis Center	TX	\$252,559	Director	\$24,115	\$23,423	2024
Wings Of Blessing	TX	\$272,552	Director	\$48,000	\$46,623	2024
Bluebirds Hope Inc	TX	\$275,551	Ceo/board President	\$82,000	\$79,647	2024
Cmtm-children Matter The Most - Family Life Center	TX	\$276,484	Case Management Director	\$39,130	\$38,007	2024
Amarillo Area Mental Health	TX	\$246,960	Executive Di	\$50,230	\$48,789	2024
Turner Leadership Strategies Inc	TX	\$246,470	President	\$43,409	\$43,409	2023
Beaumont Dream Center	TX	\$278,394	Operations Director	\$25,962	\$25,962	2023
Global Pendulum Inc	TX	\$278,972	Director	\$64,375	\$62,528	2024
El Paso Civic Education Organization	TX	\$279,518	Lead Organizer	\$111,273	\$111,273	2023
Kingdom Servants Inc	TX	\$244,775	Director/chairm	\$141,900	\$141,900	2023
Citychurch Outreach Ministry Mckinney	TX	\$285,475	President	\$23,931	\$23,244	2024
Familias Triunfadoras Inc	TX	\$238,486	Part Time Employee	\$12,500	\$12,500	2023
Possum Kingdom Lake Volunteer Fire	TX	\$237,087	Treasurer	\$11,800	\$11,461	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Home Of Joseph Foundation	TX	\$288,408	Director	\$24,450	\$23,749	2024
New Life For A New Generation	TX	\$235,533	President &	\$24,000	\$24,000	2023
Lila Lane Outreach	TX	\$225,282	Executive Director	\$48,000	\$48,000	2023
Free The Captives	TX	\$222,896	Executive Dir.	\$51,754	\$51,754	2023
Leadership Montgomery County Inc	TX	\$302,929	Executive Director	\$96,186	\$91,018	2025
Step Onward Foundation	TX	\$304,267	Co-founder/dir Develop	\$57,837	\$56,178	2024
Crisis Intervention Of Houston Incorporated	TX	\$220,297	Executive Director	\$70,000	\$70,000	2023
Circle Of Hope Community Center	TX	\$219,688	Executive Director	\$45,000	\$43,709	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 57 organizations. Compensation range \$3,450–\$141,900; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$262,355); for reference, expenses \$112,638 and assets \$155,422. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

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

OUTLIERS 1 peer 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	11 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	12 th
All sources (D + E + F), adjusted	11 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 (Nathan Brown) 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 57 similarly situated organizations (Same NTEE sector (P20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,000 is reasonable (approximately the 11th 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.