

# Houston Aphasia Recovery Center

Executive Director / CEO

EIN 900434826

TX · NTEE P80

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Eleni Christou-franklin, Executive Director / CEO** (\$112,154) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Eleni Christou-franklin — reported title "Executive Director", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P80).

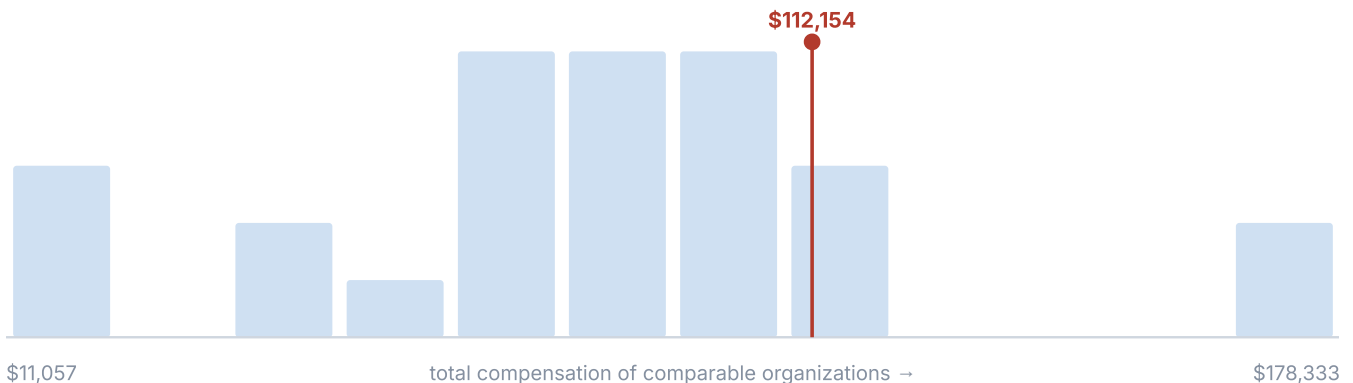
**BUDGET** Total revenue between \$303,530 and \$679,545 — 0.67x to 1.50x the subject's \$453,030 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P80) + TX + budget 0.67–1.5x revenue.

**26** organizations qualified on sector, size, and geography

→ **26** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$32,597	\$69,293	\$85,000	\$105,965	\$115,516	<b>\$112,154</b>
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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
<a href="#">Tvec Charitable Foundation Inc</a>	TX	\$450,758	Executive Director	\$175,014	<b>\$175,014</b>	2024
<a href="#">Rccc Inc</a>	TX	\$455,450	Executive Di	\$96,709	<b>\$96,709</b>	2024
<a href="#">The Alexander House Apostolate</a>	TX	\$468,758	President And Ceo	\$88,743	<b>\$88,743</b>	2024
<a href="#">Raise Texas</a>	TX	\$434,313	Executive Director	\$173,217	<b>\$178,333</b>	2023
<a href="#">Dallas Hearing Foundation Inc</a>	TX	\$424,486	Development Director	\$105,600	<b>\$105,600</b>	2024
<a href="#">Refuge City</a>	TX	\$416,586	Ceo, Board M	\$113,750	<b>\$113,750</b>	2024
<a href="#">The Pangea Network</a>	TX	\$513,658	Executive Director	\$77,400	<b>\$77,400</b>	2024
<a href="#">Slew Inc--support Lending For</a>	TX	\$520,146	Executive Di	\$83,700	<b>\$83,700</b>	2024
<a href="#">Hopes Path</a>	TX	\$531,064	Executive Director	\$85,000	<b>\$85,000</b>	2024
<a href="#">Healing With Horses Ranch</a>	TX	\$534,332	Executive Director	\$17,400	<b>\$17,400</b>	2024
<a href="#">Able Center For Independent Living</a>	TX	\$534,477	Exec Director	\$86,583	<b>\$86,583</b>	2024
<a href="#">The Saddle Light Center</a>	TX	\$369,556	President	\$47,794	<b>\$47,794</b>	2024
<a href="#">Libbies Place</a>	TX	\$542,113	Chief Executive Officer	\$68,250	<b>\$68,250</b>	2024
<a href="#">Art Spark Texas</a>	TX	\$358,886	Executive Director	\$62,868	<b>\$62,868</b>	2024
<a href="#">Target Evolution Incorporated</a>	TX	\$358,079	Executive Director	\$72,420	<b>\$72,420</b>	2024
<a href="#">Soleana Stables</a>	TX	\$354,040	Executive Director	\$85,000	<b>\$85,000</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Young Audiences Of Northeast Texas Inc</a>	TX	\$340,792	Executive Dir.	\$50,417	<b>\$51,906</b>	2023
<a href="#">Stupid Strong</a>	TX	\$570,847	Executive Director (Ended 02/2024)	\$11,057	<b>\$11,057</b>	2024
<a href="#">Volunteer Interfaith Caregivers Sw</a>	TX	\$311,191	Executive Director	\$77,800	<b>\$77,800</b>	2024
<a href="#">Unlimited Potential Inc</a>	TX	\$304,008	Executive Director	\$75,600	<b>\$75,600</b>	2024
<a href="#">Vrdur Foundation Inc</a>	TX	\$603,465	President	\$13,000	<b>\$13,000</b>	2024
<a href="#">Faith In Action Georgetown</a>	TX	\$610,281	Executive Director	\$95,258	<b>\$95,258</b>	2024
<a href="#">Southwest Outreach For Older People</a>	TX	\$614,652	Pres/ceo/ex-	\$106,086	<b>\$106,086</b>	2024
<a href="#">Amala Foundation</a>	TX	\$621,809	Executive Director	\$117,282	<b>\$117,282</b>	2024
<a href="#">Creative Achievements Inc</a>	TX	\$637,647	Placement Spc	\$107,567	<b>\$107,567</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	26 organizations. Compensation range \$11,057–\$178,333; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$453,030); for reference, expenses \$383,989 and assets \$213,124.
ROLE MATCH	Eleni Christou-franklin, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	81 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	85 <sup>th</sup>
Reportable pay only (column D), adjusted	73 <sup>rd</sup>
All sources (D + E + F), adjusted	81 <sup>st</sup>

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 (Eleni Christou-franklin) 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 26 similarly situated organizations (Same NTEE sector (P80) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$112,154 is reasonable (approximately the 81<sup>st</sup> 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.