

Southwest Cares Foundation

Executive Director / CEO

EIN 920676591
 TX · NTEE E60
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Jessica Walker, Executive Director / CEO** (\$6,000) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 13th percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Jessica Walker — 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 (E60).
BUDGET	Total revenue between \$12,791 and \$28,638 — 0.67x to 1.50x the subject's \$19,092 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography → **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,348	\$14,415	\$26,341	\$61,895	\$130,683	\$6,000
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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
Butte Valley Ambulance Services Inc	CA	\$18,386	Acting Board Chair	\$1,788	\$1,504	2025
Kentucky Pediatric Society Foundation	KY	\$19,997	Executive Director	\$14,261	\$15,317	2024
Amberwell Atchison Support	KS	\$20,026	Ceo	\$16,004	\$17,795	2023
Tb12 Foundation Inc	MA	\$20,220	Executive Director/clerk	\$131,250	\$117,907	2024
St Joseph Regional Health Partners	TX	\$17,560	Trustee	\$55,915	\$57,567	2023
Third Circle	MI	\$21,080	Medical Director	\$10,000	\$10,623	2023
Graphite Health Inc	UT	\$17,004	Interim Ceo	\$895,463	\$916,200	2024
Mgma Center For Research Inc	CO	\$16,896	President/ceo	\$66,074	\$63,337	2024
Connecticut Hospital Association Trust	CT	\$21,315	Trustee	\$79,135	\$76,365	2023
Evangeline Partners Inc	LA	\$16,835	Vice-preside	\$12,000	\$12,869	2025
Illinois Amvets Healthcare Facility	IL	\$21,372	Secretary	\$24,095	\$24,381	2023
Hancock County Medical Society	OH	\$21,375	Secretary/treasurer	\$3,600	\$3,812	2024
Park County Drop In Center	MT	\$16,708	Executive Di	\$21,000	\$22,630	2024
Rmlhp Corporation	IL	\$21,479	President/ceo	\$54,170	\$51,867	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mary Rutan Health Association	OH	\$16,019	President	\$576,571	\$610,487	2024
Mcmillan Hospital Health Care	AL	\$22,257	Treasurer-le	\$26,204	\$28,300	2024
St Margaret's Hospital Foundation	IL	\$15,896	Smh-spring Valley Pres & Ceo	\$55,573	\$56,231	2023
Chad Colley River Valley Hospice House	AR	\$22,372	Vice-president	\$2,000	\$2,247	2024
Aldersbridge Foundation (Fka United	RI	\$15,423	Ceo	\$22,558	\$21,624	2024
Trimark Physicians Group	IA	\$15,273	Board Member & Market President	\$93,885	\$102,766	2024
The Health Foundation Fund Inc	MA	\$14,907	President/c.e.o.	\$10,308	\$9,260	2024
Northern Michigan Medical Management	MI	\$23,333	Chairman & President/ceo	\$33,953	\$35,034	2024
Washington Dental Service Fund	WA	\$23,429	President/ceo Arcora Foundation	\$83,503	\$76,945	2023
Saint Alphonsus Foundation-ontario Inc	OR	\$14,718	Secretary; Regional Phil Specialist	\$14,767	\$14,114	2023
Healthspan Integrated Care	OH	\$14,676	President & Ceo, Board Chair	\$40,789	\$43,188	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	38 organizations. Compensation range \$1,504–\$916,200; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$19,092); for reference, expenses \$6,227 and assets \$14,758. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Jessica Walker, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers 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	13 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	13 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 (Jessica Walker) 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 38 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 13th 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.