

La Voz De La Comunidad Foundation

Executive Director / CEO

EIN 872949385

LA · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **David Alvarez, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **1058** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

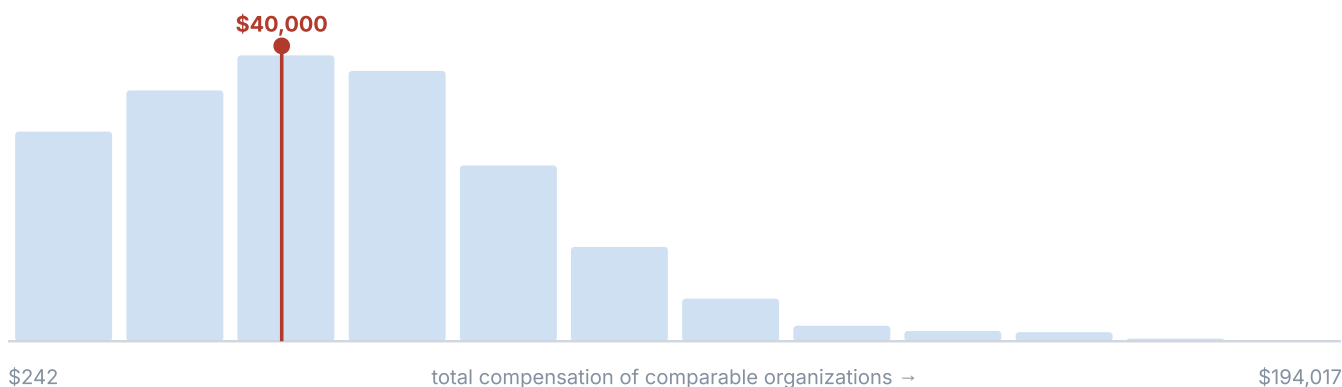
Benchmarked executive: David Alvarez — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$196,389 and \$439,678 — 0.67x to 1.50x the subject's \$293,119 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,058 organizations qualified on sector, size, and geography → **1,058** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,346	\$24,631	\$45,285	\$65,809	\$85,756	\$40,000
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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 LA 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
Corpsthat Inc	MD	\$293,102	Field And Logistics Director	\$59,091	\$51,652	2023
Tenleytown Group	DC	\$293,261	Executive Director	\$76,875	\$61,264	2024
Horizons Greater Boston Inc	MA	\$293,348	Exec Dir (As Of 06/2024)	\$70,548	\$57,573	2024
Foundation For Multicultural Solutions	WA	\$292,882	Executive Director	\$51,738	\$43,309	2023
Soul Flares Inc	VT	\$292,873	Co-director	\$37,897	\$35,664	2023
Gentle Carousel Incorporated	FL	\$292,845	President, Executive Director	\$27,981	\$24,576	2023
Revisions Community Housing Development	MD	\$293,430	President	\$25,805	\$22,556	2023
United Way Heartland Region	SD	\$293,630	Executive Di	\$43,667	\$45,059	2023
Circles Ashland Inc	VA	\$293,750	Executive Director	\$62,025	\$55,994	2023
Hope Inspire Love Inc	PA	\$292,395	President &	\$55,500	\$51,747	2023
Womens Resource Center Of Cleveland	MS	\$293,906	Director	\$47,083	\$47,622	2024
Sunday Love Project	PA	\$292,020	Executive Di	\$66,983	\$62,454	2023
New Way Global	SC	\$294,229	President	\$10,500	\$9,948	2024
Miami Shores People Of Color Inc	FL	\$292,006	Exec Dir	\$76,000	\$66,754	2023
Michael's Angel Paws Inc	NV	\$291,946	Executive Di	\$52,000	\$47,336	2024
Anima Mundi Productions	OR	\$294,358	Executive Director	\$47,000	\$40,809	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dads Against Crime Inc	MO	\$294,829	President	\$43,333	\$41,681	2024
The Okra Project	NY	\$291,276	Executive Director	\$112,000	\$91,911	2024
California Hands And Voices	CA	\$291,242	Executive Director	\$45,250	\$36,533	2023
I Am Voices Inc	SC	\$295,058	Executive Director	\$12,853	\$12,537	2023
Made In Hope	HI	\$295,156	President/di	\$24,216	\$20,271	2023
Solid Rock Development Corporation	TN	\$291,080	Secretary	\$15,670	\$14,958	2024
Projectme-fw Inc	IN	\$295,283	Executive Dir.	\$33,000	\$32,538	2023
Evolutionary Arts Life Foundations Inc	FL	\$295,320	Executive Director	\$35,000	\$29,860	2024
Raised At Full Draw	IA	\$290,826	Coo	\$71,809	\$71,405	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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	1058 organizations. Compensation range \$242–\$194,017; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$293,119); for reference, expenses \$274,682 and assets \$49,244.
ROLE MATCH	David Alvarez, reported title " <i>Director</i> ", 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	38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 19 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	43 rd
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	41 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 (David Alvarez) 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 1058 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 43rd 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.