

Mesoamerican Development Institute Corporation

Executive Director / CEO

EIN 043258077
MA · NTEE Q310
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Richard Trubey, Executive Director / CEO** (\$2,982) against **every comparable organization** that fit the selection criteria — **507** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

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

How comparable organizations were selected

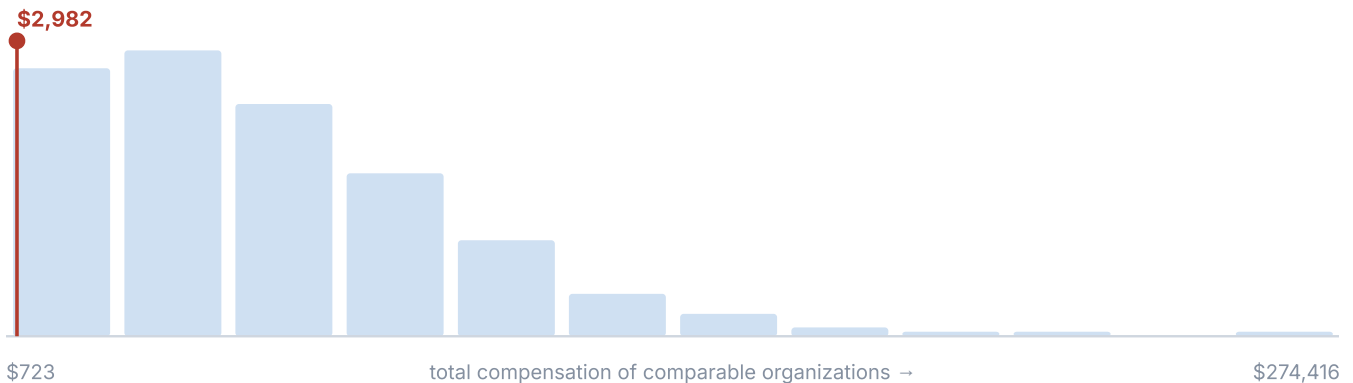
SECTOR Organizations sharing the subject's NTEE classification (Q310).

BUDGET Total revenue between \$161,246 and \$360,999 — 0.67x to 1.50x the subject's \$240,666 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

507 organizations qualified on sector, size, and geography → **507** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,772 10TH	\$24,665 25TH	\$47,968 MEDIAN	\$74,189 75TH	\$103,599 90TH	\$2,982 THIS ORG · 2ND
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\$2,982



■ 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 MA 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
The Senegal Health Institute	CA	\$240,744	Exec Director	\$58,240	\$54,358	2024
South Florida Haiti Project Inc	FL	\$240,768	Executive Di	\$22,917	\$23,958	2023
Foundation For International Education In	WI	\$240,911	Assistant To The Treasurer	\$6,000	\$6,773	2024
Reach India Inc	IN	\$240,370	Executive Director	\$34,365	\$40,329	2023
Africa Faith And Justice Network	DC	\$240,366	Executive Director	\$80,000	\$75,882	2024
Osgood Center For International Studies	DC	\$241,075	President	\$75,000	\$73,240	2023
Andes-amazon Conservancy	AZ	\$241,355	President	\$31,250	\$32,485	2024
Children In Harmony	CA	\$241,435	Executive Director	\$173,700	\$162,124	2024
Seek The Lamb Inc	HI	\$241,529	President	\$46,520	\$45,019	2024
Imprint Hope	NJ	\$239,662	Executive Di	\$33,600	\$33,384	2023
Uweza Aid Foundation	NY	\$239,410	Executive Director	\$49,111	\$47,968	2024
Issaquah Cultural Circle	WA	\$241,931	Executive Director	\$30,000	\$29,032	2024
Partners With Ethiopia	MN	\$239,245	Executive Director/president	\$22,000	\$24,191	2023
Amnistia Internacional- seccion De Puerto Rico Inc	PR	\$238,927	Executive Director	\$59,600	\$57,890	2024
Santa Cruz Breakers Inc	CA	\$238,817	Board Member	\$30,000	\$27,279	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Here For Kids International	CA	\$242,854	Exec Director	\$98,291	\$94,450	2023
World Affairs Council Of Arizona Inc	AZ	\$238,456	Executive Director	\$81,003	\$86,692	2023
Ibec Ventures	PA	\$243,259	Managing Director	\$116,100	\$128,841	2023
Powering Potential Inc	NY	\$243,386	President	\$43,956	\$42,933	2024
Tcf Mercy Inc	IN	\$237,827	Field Representative	\$6,000	\$7,041	2023
Cuirim Outreach Inc	VA	\$243,560	Director	\$66,669	\$71,634	2023
Dream For Nations Incorporated	MD	\$237,735	President	\$89,156	\$90,095	2024
Shamsaha Womens Center Corp	IN	\$237,702	Director	\$930	\$1,060	2024
Aurora Sister Cities International	CO	\$243,672	Ceo	\$85,524	\$88,641	2024
Ret Americas Inc	DC	\$243,914	V.p. & Managing Director	\$22,916	\$21,737	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 507 organizations. Compensation range \$723–\$274,416; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$240,666); for reference, expenses \$238,539 and assets \$273,683.

ROLE MATCH	Richard Trubey, reported title " <i>Clerk, Treasurer</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	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	2 nd
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	2 nd

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 (Richard Trubey) 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 507 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,982 is reasonable (approximately the 2nd 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.