

Glbt National Help Center Inc

Executive Director / CEO

EIN 133850982
 CA · NTEE S80
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Aaron Almanza, Executive Director / CEO** (\$78,461) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

Benchmarked executive: Aaron Almanza — 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 (S80).

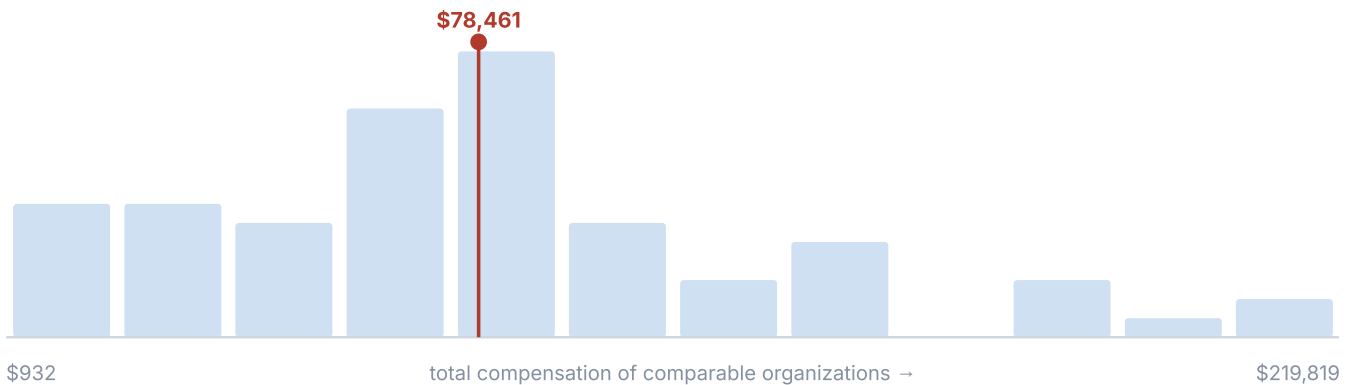
BUDGET Total revenue between \$294,804 and \$660,009 — 0.67x to 1.50x the subject's \$440,006 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S80), nationwide + budget 0.67–1.5x revenue.

67 organizations qualified on sector, size, and geography

→ **67** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,054	\$44,108	\$76,497	\$96,525	\$144,085	\$78,461
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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 CA 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
Texans For Clean Water Inc	TX	\$435,000	President And Director	\$53,654	\$62,155	2024
Danenet Inc	WI	\$433,920	Executive Dir.	\$73,586	\$91,628	2023
House Of Peace And Education Inc	MA	\$433,309	Executive Di	\$42,913	\$44,658	2024
Central Ia Center For Independent Living	IA	\$448,514	Executive Director	\$66,950	\$82,705	2025
Conway Center For Family Business	OH	\$450,438	Executive Di	\$138,112	\$169,405	2024
Native American Food Sovereignty	AZ	\$427,502	Executive Dir.	\$109,889	\$122,389	2024
Leadership Houston Inc	TX	\$422,136	Executive Di	\$93,339	\$108,127	2024
Remote Energy	WA	\$421,740	Managing Director	\$33,439	\$34,671	2024
East Cambridge Business Association	MA	\$465,872	Executive Director	\$163,149	\$169,784	2024
Center For Community Service Fund	WA	\$465,997	President	\$20,238	\$20,983	2024
Lynden Communitysenior Center	WA	\$413,188	Former Executive Director	\$56,348	\$58,423	2024
Wisconsin Coalition Of Independent	WI	\$412,775	Executive Director	\$111,676	\$135,067	2024
Sunset Park District Management	NY	\$468,235	Executive Direc	\$63,780	\$66,744	2024
Choice For All	NY	\$473,457	Ceo	\$81,290	\$91,170	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pregnancy Counseling Center	CA	\$473,739	Executive Dir.	\$93,451	\$96,211	2023
Tricounty Community Network Inc	PA	\$405,524	Executive Director	\$160,735	\$191,112	2023
Pine Bluffs Senior Center Inc	WY	\$404,472	Executive Dir.	\$44,602	\$55,310	2024
Volunteer Center Of Cedar Valley	IA	\$403,233	Executive Director	\$87,185	\$110,552	2024
Kiwanis Club Of Lehigh Acres	FL	\$398,789	Treasurer	\$38,919	\$42,341	2024
New Hope Resource Center	WA	\$394,474	New Hope Director	\$30,586	\$31,713	2024
Women's Mentoring Network Inc	CT	\$393,469	Executive Director	\$82,500	\$92,227	2023
Community Dispute Resolution Center Inc	NY	\$392,888	Executive Director	\$76,398	\$79,948	2024
Oregon Head Start Association	OR	\$392,740	Executive Dir.	\$90,045	\$96,839	2024
C Waldo Scott Center For Hope Inc	VA	\$390,470	Executive Di	\$65,702	\$75,637	2023
Esperanto League For North America Inc	CA	\$378,224	Executive Dir.	\$30,000	\$30,886	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **67** organizations. Compensation range \$932–\$219,819; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$440,006); for reference, expenses \$178,010 and assets \$385,235. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Aaron Almanza, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	52 nd
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	45 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 (Aaron Almanza) 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 67 similarly situated organizations (Same NTEE sector (S80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,461 is reasonable (approximately the 52nd 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.