

Midlands Latino Community Development

Executive Director / CEO

EIN 141973678

NE · NTEE S31

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Juan Montoya, Executive Director / CEO** (\$112,800) against **every comparable organization** that fit the selection criteria — **107** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

Benchmarked executive: Juan Montoya — 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 (S31).

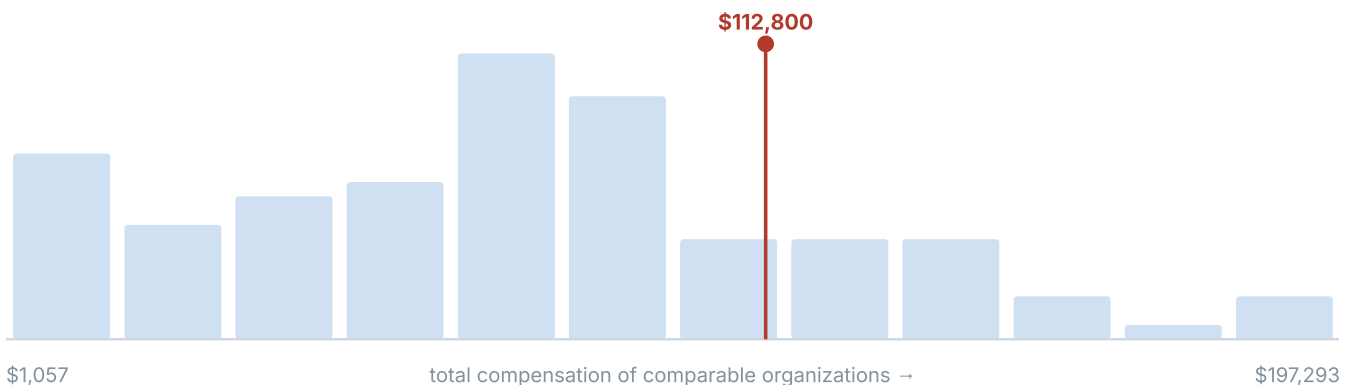
BUDGET Total revenue between \$323,979 and \$725,328 — 0.67x to 1.50x the subject's \$483,552 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S31), nationwide + budget 0.67–1.5x revenue.

107 organizations qualified on sector, size, and geography

→ **107** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,146	\$43,241	\$76,118	\$104,210	\$136,660	\$112,800
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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 NE 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
Avatar Non-profit Inc	FL	\$475,621	President	\$5,000	\$4,242	2024
Dania Economic Development Corp Inc	FL	\$474,716	Executive Director	\$92,065	\$83,709	2022
Colorado Thrives	CO	\$497,226	Executive Director	\$170,630	\$147,756	2024
Lake Norman Community Development	NC	\$498,609	Executive Di	\$46,500	\$43,390	2024
Rebuilding Together Metro Denver Inc	CO	\$501,462	Executive Director	\$111,750	\$96,769	2024
Atlantic Avenue District Management	NY	\$503,378	Executive Dir.	\$101,000	\$82,420	2024
Great River Economic Dev Foundation	IL	\$503,489	President	\$102,700	\$91,181	2024
Lowell Development & Financial Corp	MA	\$458,536	Executive Di	\$151,318	\$122,798	2024
Downtown Encinitas Mainstreet Assoc	CA	\$508,881	Executive Director	\$96,955	\$75,606	2024
Bayview Community Development Corp	CA	\$453,216	Vice Chairman	\$12,000	\$9,358	2024
Central Region Innovation And	KY	\$450,611	Executive Director	\$48,082	\$48,029	2023
University District Development Associat	WA	\$449,817	Ceo - Officer	\$139,201	\$112,548	2024
Michigan Faith In Action	MI	\$448,959	Executive Di	\$61,700	\$57,512	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pyramid Community Development Corporatio	OH	\$448,140	Executive Direcotr	\$38,514	\$36,838	2024
Certified Development Corporation	SC	\$447,388	Director	\$1,875	\$1,766	2024
Vibe District Virginia Beach	VA	\$446,533	Executive Director	\$91,406	\$79,703	2024
The Downtown Shareholders Of Kansas	KS	\$521,757	Execdir (End	\$57,051	\$55,660	2024
Aya Foundation	CO	\$522,887	Chief Executive Officer	\$183,425	\$158,836	2024
Gateway Municipalities Community	MD	\$522,946	Executive Director	\$14,400	\$12,158	2024
Pemiscot County Initiative Network	MO	\$441,365	Director	\$52,977	\$49,366	2025
Alabama Collective Foundation	AL	\$528,000	President	\$96,000	\$93,660	2024
Lee County Economic Development	IA	\$530,081	Chief Execut	\$145,501	\$143,873	2024
Conyers Rockdale Economic Deve	GA	\$436,100	Exec Director	\$125,750	\$117,557	2023
Fly Sun Valley Alliance Inc	ID	\$427,621	Executive Di	\$135,752	\$130,414	2024
The Downtown Columbia Partnership	MD	\$542,502	Exec Director	\$112,260	\$94,780	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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	107 organizations. Compensation range \$1,057–\$197,293; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$483,552); for reference, expenses \$528,428 and assets \$755,384.
ROLE MATCH	Juan Montoya, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	80 th
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	70 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 (Juan Montoya) 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 107 similarly situated organizations (Same NTEE sector (S31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$112,800 is reasonable (approximately the 80th 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.