

System For Education Empowerment And Success

Executive Director / CEO

EIN 262955047
TX · NTEE A70
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Luis Angel Garcia-alvarez, Executive Director / CEO** (\$36,968) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

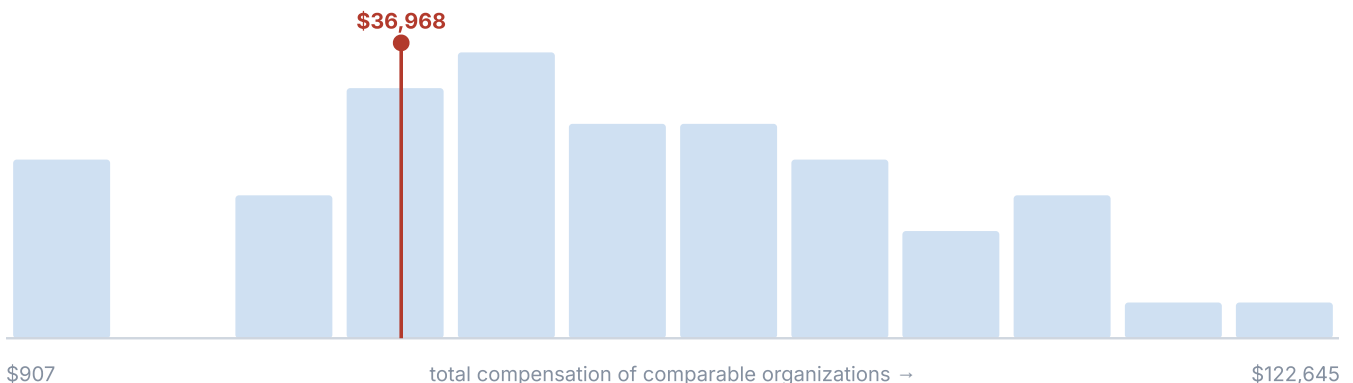
Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Luis Angel Garcia-alvarez — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A70).	
BUDGET	Total revenue between \$288,325 and \$645,505 — 0.67x to 1.50x the subject's \$430,337 (the band tightens as size grows).	
GEOGRAPHY	Same NTEE sector (A70), nationwide + budget 0.67–1.5x revenue.	
50	organizations qualified on sector, size, and geography	→ 50 within the band from the benchmarked peer set.

Distribution of comparable compensation



\$20,578 10TH	\$37,652 25TH	\$54,144 MEDIAN	\$77,391 75TH	\$92,887 90TH	\$36,968 THIS ORG · 24TH
-------------------------	-------------------------	---------------------------	-------------------------	-------------------------	------------------------------------



■ 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
Verde Valley Archaeology Center	AZ	\$426,652	Executive Director	\$90,000	\$89,084	2023
Charlotte Center For Literary Arts Inc	NC	\$436,282	Co-founder, Executive Director	\$77,950	\$80,518	2024
Opportunity Music Project	NY	\$443,898	Executive Dir.	\$66,146	\$61,518	2023
New Literary Project	CA	\$443,947	Executive Director	\$138,000	\$122,645	2023
Brooklyn Poets Inc	NY	\$446,278	Treasurer	\$63,965	\$59,489	2023
Metro Community Development Corporation	MA	\$412,397	Director, Executive Director	\$72,300	\$63,275	2025
Association Of American Rhodes Scholars	VA	\$400,243	Editor & Director	\$37,907	\$36,589	2024
Mcct Inc	MI	\$462,177	Executive Director	\$66,029	\$70,144	2023
7000 Languages Inc	MA	\$465,722	Executive Director	\$103,267	\$92,769	2024
Spanish Academy	CA	\$390,365	Director	\$110,500	\$98,205	2023
I Can Fly International	CA	\$386,754	President	\$31,906	\$27,542	2024
The Rhapsody Project	WA	\$381,818	Co-founder	\$57,720	\$53,187	2023
Global Writes Inc	NY	\$480,751	Co-president	\$35,000	\$32,551	2023
Indianapolis Theatre Fringe Fe	IN	\$485,251	Executive Dir	\$80,000	\$86,830	2023
The Alexandria Archive Institute	CA	\$370,219	Executive Director	\$72,000	\$63,989	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Forbes Avenue Foundation Inc	PA	\$494,105	Executive Di	\$93,250	\$90,566	2025
La Casa De Maria Retreat Center	CA	\$364,900	Executive Director	\$92,250	\$79,633	2024
Pulaski County Imagination Library	AR	\$361,644	Interim Executive Director	\$33,889	\$38,081	2024
Inquirefirst	CA	\$502,929	President/tr	\$91,000	\$78,554	2024
Henry Miller Memorial Library	CA	\$355,492	Executive Dir.	\$107,666	\$95,686	2023
Henryk Sienkiewicz Polish School Nfp	IL	\$342,361	Prezes	\$7,392	\$7,265	2024
Experience Excellence	TX	\$334,637	President	\$60,000	\$60,000	2024
The 1947 Partition Archive	CA	\$333,750	Executive Dir.	\$62,000	\$55,101	2023
Kundiman Inc	NY	\$527,543	Executive Director Until 6/2024	\$34,462	\$31,131	2024
Oregon Hope Chinese School	OR	\$329,095	President	\$73,140	\$69,906	2023

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 50 organizations. Compensation range \$907–\$122,645; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$430,337); for reference, expenses \$436,443 and assets \$251,217.

ROLE MATCH Luis Angel Garcia-alvarez, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	24 th
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	22 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 (Luis Angel Garcia-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 50 similarly situated organizations (Same NTEE sector (A70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,968 is reasonable (approximately the 24th 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.