

# Racine Education Uniserv Council Inc

Executive Director / CEO

EIN 271278445  
 WI · NTEE J20  
 FY ending 2024-08-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Angelina Cruz, Executive Director / CEO** (\$111,944) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

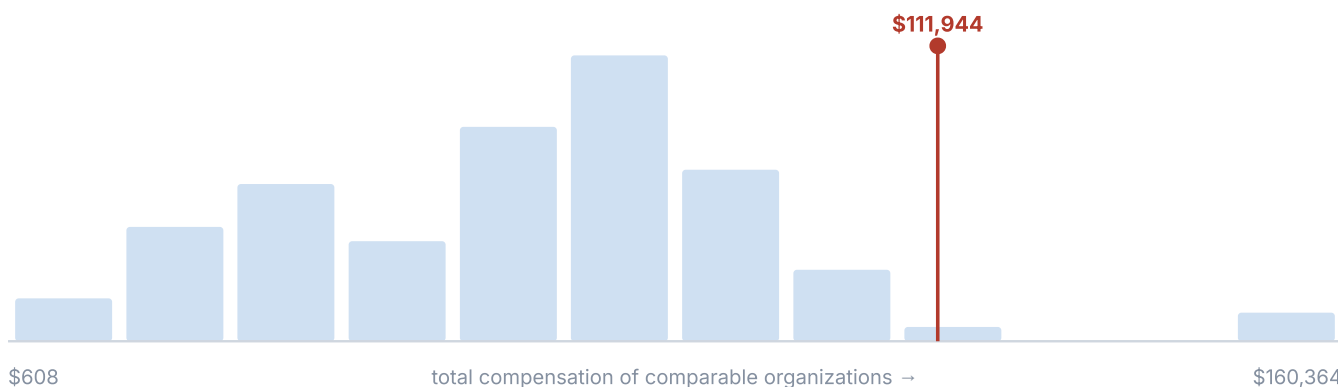
**Benchmarked executive:** Angelina Cruz — reported title "REA PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (J20).
- BUDGET Total revenue between \$321,288 and \$719,302 — 0.67x to 1.50x the subject's \$479,535 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

**84** organizations qualified on sector, size, and geography → **84** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$23,084</b>	<b>\$39,346</b>	<b>\$66,450</b>	<b>\$79,460</b>	<b>\$91,745</b>	<b>\$111,944</b>
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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 WI 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
<a href="#">Disabledperson Inc</a>	CA	\$482,638	President	\$78,600	<b>\$64,988</b>	2024
<a href="#">Worker Justice Wisconsin</a>	WI	\$475,866	Executive Director	\$70,200	<b>\$70,200</b>	2024
<a href="#">Burlington West Burlington Area</a>	IA	\$486,600	Secretary	\$4,627	<b>\$4,851</b>	2024
<a href="#">Specialized Employment Services Inc</a>	MI	\$492,044	Vice President	\$81,160	<b>\$82,581</b>	2023
<a href="#">Links To Success</a>	FL	\$492,551	Executive Director	\$82,961	<b>\$74,625</b>	2024
<a href="#">Members Assistance Program Inc</a>	NY	\$494,087	Vice President	\$100,000	<b>\$86,524</b>	2024
<a href="#">Brighter Boston Inc</a>	MA	\$495,437	Executive Director	\$80,250	<b>\$69,051</b>	2024
<a href="#">Transitional Supported Employ Of Mn</a>	MN	\$459,164	Coordinator	\$60,960	<b>\$59,381</b>	2023
<a href="#">Mass Afl-cio Workforce Development</a>	MA	\$458,934	President	\$79,037	<b>\$68,007</b>	2024
<a href="#">Ur Chicago Alliance</a>	IL	\$458,467	Executive Director	\$74,293	<b>\$72,001</b>	2023
<a href="#">Superior Business Center Inc</a>	WI	\$502,603	Executive Di	\$30,000	<b>\$30,886</b>	2023
<a href="#">Aurora Economic Opportunity Coalition</a>	CO	\$455,269	Executive Dir.	\$72,000	<b>\$70,850</b>	2022
<a href="#">Dress For Success Charity New Orleans</a>	LA	\$453,371	Executive Director	\$64,901	<b>\$70,450</b>	2023
<a href="#">Brandons House Counseling Center</a>	IN	\$509,251	Ceo	\$87,284	<b>\$88,136</b>	2024
<a href="#">Logosworks</a>	PA	\$448,075	Ceo	\$106,648	<b>\$104,843</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Fountain Of Youth Program</a>	IA	\$447,294	Executive Dir.	\$68,575	<b>\$71,896</b>	2024
<a href="#">Chaverim Israel Family Services Inc</a>	NJ	\$445,755	President	\$26,631	<b>\$22,767</b>	2024
<a href="#">Visions Vocational Training Program</a>	CA	\$514,752	Captain	\$46,100	<b>\$38,116</b>	2024
<a href="#">Restoration Of Hope Project</a>	MO	\$515,400	Executive Director	\$48,846	<b>\$49,538</b>	2024
<a href="#">Massachusetts Regional Employment</a>	MA	\$441,223	Executive Director Until 3/23	\$178,570	<b>\$158,187</b>	2023
<a href="#">Carteret County Domestic Violence Program Inc</a>	NC	\$437,802	Executive Director	\$68,744	<b>\$68,013</b>	2024
<a href="#">Hopeful Opportunities Presented To</a>	FL	\$433,601	President	\$74,000	<b>\$66,564</b>	2024
<a href="#">Midlands Education &amp; Business</a>	SC	\$431,427	Regional Car	\$78,610	<b>\$78,526</b>	2024
<a href="#">Pawsability Dog Club Inc</a>	NY	\$528,933	Executive Dir.	\$58,500	<b>\$52,112</b>	2023
<a href="#">Strategic Workforce Solutions</a>	MI	\$428,749	President	\$55,175	<b>\$56,142</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 84 organizations. Compensation range \$608–\$160,364; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$479,535); for reference, expenses \$573,324 and assets \$253,064.

<b>ROLE MATCH</b>	Angelina Cruz, reported title " <i>REA PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	2 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	96 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	95 <sup>th</sup>
Reportable pay only (column D), adjusted	89 <sup>th</sup>
All sources (D + E + F), adjusted	88 <sup>th</sup>

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 (Angelina Cruz) 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 84 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$111,944 is reasonable (approximately the 96<sup>th</sup> 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.