

Oracles Of Truth

Executive Director / CEO

EIN 271806618

CA · NTEE P20

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Cristina Ledesma, Executive Director / CEO** (\$71,000) against **every comparable organization** that fit the selection criteria — **94** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

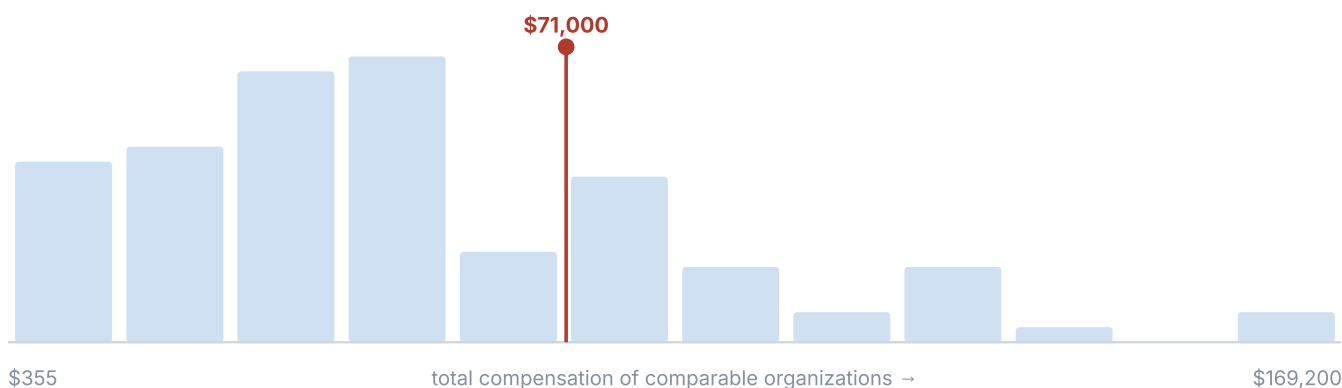
Benchmarked executive: Cristina Ledesma — reported title “Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$157,748 and \$353,169 — 0.67x to 1.50x the subject's \$235,446 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + CA + budget 0.67–1.5x revenue.

94 organizations qualified on sector, size, and geography → **94** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,206	\$27,431	\$45,125	\$74,948	\$102,613	\$71,000
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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
Kurtzman Family Foundation	CA	\$234,417	Assistant Secretary	\$35,872	\$35,872	2023
Parentzwork	CA	\$233,497	Ceo	\$32,400	\$30,659	2025
13thtribeorg	CA	\$232,203	President	\$75,000	\$75,000	2023
Silicon Valley Security Group	CA	\$232,166	President	\$5,330	\$5,177	2024
Ishimwe Center	CA	\$231,617	President & Ceo	\$21,888	\$21,888	2023
Hopester Inc	CA	\$230,347	Ceo	\$109,704	\$106,557	2024
Volunteer Collective	CA	\$230,316	Executive Dir.	\$83,866	\$81,460	2024
Alliance For Fertility Preservation Inc	CA	\$229,482	Executive Director	\$84,393	\$81,972	2024
Unearth And Empower Communitie	CA	\$229,263	Co Exec Direct	\$17,083	\$17,083	2023
National Network For District Authorizing	CA	\$242,318	Executive Director	\$174,198	\$169,200	2024
Partners For Change Tri-valley	CA	\$228,302	Executive Director	\$75,827	\$73,652	2024
Hispanic 100 Foundation	CA	\$227,831	Executive Director	\$124,136	\$120,575	2024
Bridging Tech Charitable Fund	CA	\$227,625	Executive Director Until March 2024	\$30,000	\$29,139	2024
Rock N Our Disabilities Foundation	CA	\$244,484	Foudner/ceo	\$16,335	\$16,335	2023
Coaches Of Influence	CA	\$245,135	Ceo	\$49,777	\$48,349	2024
Quilting For Community	CA	\$224,325	President	\$30,000	\$29,139	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Peacemakers International	CA	\$223,816	President & Ceo	\$5,000	\$4,857	2024
Narrow Door	CA	\$248,104	President, Director	\$65,658	\$63,774	2024
Serve Reedley Inc	CA	\$248,211	Program Director	\$51,787	\$51,787	2023
Gracies Giving Hands	CA	\$248,343	Director Of Operations	\$368	\$357	2024
Love Thy Nerd Inc	CA	\$221,842	Ceo	\$53,078	\$53,078	2023
Passage To Real Life	CA	\$249,913	President & Ceo	\$33,583	\$33,583	2023
Pampa	CA	\$220,618	Director	\$80,047	\$75,746	2025
Options United	CA	\$218,363	President	\$107,561	\$104,475	2024
Bloom Here Inc	CA	\$252,741	Officer, Ceo	\$82,088	\$79,733	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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	94 organizations. Compensation range \$355–\$169,200; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$235,446); for reference, expenses \$152,735 and assets \$82,711.
ROLE MATCH	Cristina Ledesma, reported title " <i>Secretary</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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	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	72 nd
Total compensation (D + F), as reported (no adjustments)	72 nd
Reportable pay only (column D), adjusted	40 th
All sources (D + E + F), adjusted	71 st

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 (Cristina Ledesma) 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 10, 2026, comparing compensation against 94 similarly situated organizations (Same NTEE sector (P20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,000 is reasonable (approximately the 72nd 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 10, 2026.