

Mission Milby Community Development Corporation

Executive Director / CEO

EIN 320045239

TX · NTEE B60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Maria Aguilar, Executive Director / CEO** (\$130,000) against **every comparable organization** that fit the selection criteria — **114** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

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

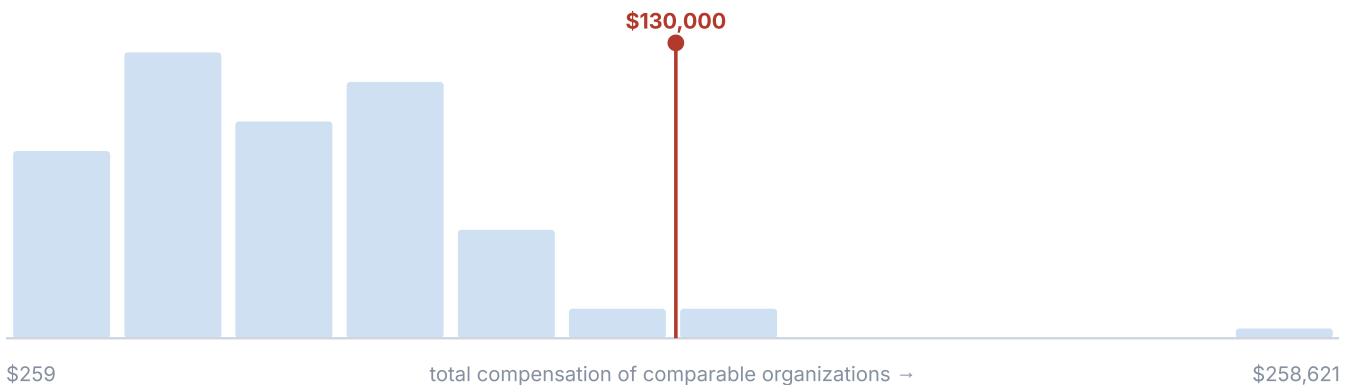
Benchmarked executive: Maria Aguilar — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B60).
BUDGET	Total revenue between \$141,266 and \$316,267 — 0.67x to 1.50x the subject's \$210,845 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

114 organizations qualified on sector, size, and geography → **114** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,778 10TH	\$28,926 25TH	\$52,341 MEDIAN	\$72,473 75TH	\$93,534 90TH	\$130,000 THIS ORG · 96TH
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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 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
Lawrence Funderburke Youth	OH	\$210,661	President	\$98,500	\$104,294	2024
Achieving Success On Purpose Inc	NC	\$211,283	Executive Director	\$25,354	\$26,963	2023
Leadership Kitsap Foundation	WA	\$213,097	Executive Director	\$85,250	\$76,301	2024
Literacy Volunteers Of Santa Fe	NM	\$208,460	Executive Dir.	\$15,999	\$16,759	2025
Someone Who Cares Community Ce	GA	\$213,323	President	\$6,560	\$6,594	2024
Christian Institute	CA	\$208,060	Teacher/director	\$58,000	\$51,546	2023
Michigan Center For Employee Owners	MI	\$206,640	Executive Director	\$75,917	\$78,335	2024
Health-care Education And Living In Poverty	DC	\$216,000	President/ceo	\$80,000	\$70,181	2024
American Academy Of Cosmetic Dentistry	WI	\$205,297	Executive Director	\$22,604	\$23,599	2024
Wayfinders Inc	IN	\$205,270	Executive Director	\$85,000	\$89,610	2024
Dr Gertrude A Barber Educational	PA	\$204,274	Executive Vice President	\$18,945	\$19,445	2023
True Initiative	HI	\$217,550	Ed To 12/24	\$79,935	\$71,544	2024
Columbia Bartending Agency Incorporated	NY	\$218,310	Executive Director	\$7,120	\$6,266	2025
Local 619 Jatc	MS	\$203,105	Trustee	\$29,878	\$33,266	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
luoe Local 891 Education & Training Fund	NY	\$218,825	Trustee	\$7,262	\$6,753	2023
Local 147 Training Fund	NY	\$201,689	Training Dir.	\$48,261	\$43,596	2024
Infinity Foundation	IL	\$200,734	Executive Di	\$25,600	\$25,160	2024
The Reliance College Fund	IL	\$221,037	Pres./treas.	\$88,008	\$86,495	2024
Rappu Inc	VA	\$200,403	Executive Di	\$39,542	\$38,168	2024
National Hartford Center Of	MA	\$197,887	Executive Director	\$75,000	\$69,365	2023
The William And Lanaea C Featherstone	MD	\$224,131	Founder	\$30,000	\$28,867	2023
Remarkable Mens Practice	CA	\$224,685	President	\$10,387	\$9,231	2023
New York State Care Management	NY	\$225,135	Executive Director	\$68,250	\$61,653	2024
Taproot Farm & Environment Edu Ctr	NH	\$196,475	Executive Di	\$45,000	\$41,538	2024
National Hbcu Business Deans Roundtable Inc	NC	\$225,337	Managing Director	\$36,000	\$38,284	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 114 organizations. Compensation range \$259–\$258,621; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$210,845); for reference, expenses \$142,406 and assets \$80,474.

ROLE MATCH	Maria Aguilar, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 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	96 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	66 th
All sources (D + E + F), adjusted	93 rd

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 (Maria Aguilar) 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 114 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$130,000 is reasonable (approximately the 96th 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.