

# Affinity Community Services

Executive Director / CEO

EIN 364157571

IL · NTEE F01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Latonya Maley, Executive Director / CEO** (\$36,734) against **every comparable organization** that fit the selection criteria — **124** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Latonya Maley — 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 (F01).
BUDGET	Total revenue between \$61,685 and \$138,102 — 0.67x to 1.50x the subject's \$92,068 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

**124** organizations qualified on sector, size, and geography → **124** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,920	\$18,824	\$36,603	\$54,454	\$70,391	\$36,734
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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 IL 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="#">Casa De Santa Maria Inc</a>	CO	\$91,512	Co Exec Director	\$5,000	<b>\$4,877</b>	2024
<a href="#">Mental Health Association Housing</a>	NY	\$91,257	Chief Administrative Officer	\$3,789	<b>\$3,483</b>	2024
<a href="#">Foundations In Recovery Inc</a>	CA	\$91,231	Exec Director	\$90,250	<b>\$79,269</b>	2024
<a href="#">Signature Health Ashtabula Nmtc Inc</a>	OH	\$91,186	President & Ceo	\$38,800	<b>\$41,801</b>	2024
<a href="#">Escalade Recovery Foundation</a>	CA	\$90,931	President Board Member	\$12,000	<b>\$10,851</b>	2023
<a href="#">A Change Of Mind Inc</a>	UT	\$93,500	President	\$6,538	<b>\$6,806</b>	2024
<a href="#">Project Share Vii Inc</a>	NY	\$93,702	Executive Director	\$70,564	<b>\$66,774</b>	2023
<a href="#">Healing Partners Counseling Inc</a>	NJ	\$90,167	Director	\$27,200	<b>\$25,432</b>	2023
<a href="#">Burrell Housing Options Corporation</a>	MO	\$94,337	President And Ceo - Pfh	\$270,117	<b>\$299,605</b>	2023
<a href="#">Pyramid Recovery Center</a>	TN	\$89,578	Executive Director	\$22,508	<b>\$23,445</b>	2025
<a href="#">A Right Heart Ministries Inc</a>	NY	\$95,429	Director	\$65,000	<b>\$61,509</b>	2023
<a href="#">Valley Of The Sun School Properties Six</a>	AZ	\$95,649	Board Member	\$19,940	<b>\$20,082</b>	2023
<a href="#">180 Recovery House</a>	AL	\$88,295	Director	\$21,830	<b>\$27,769</b>	2021
<a href="#">Orchard Community Inc</a>	CA	\$88,278	Ceo	\$42,385	<b>\$37,228</b>	2024
<a href="#">Richardville Apartments li Inc</a>	IN	\$96,141	President	\$44,374	<b>\$47,599</b>	2024
<a href="#">Kiva Spirit Foundation</a>	CA	\$86,970	Executive Director/treasurer	\$49,000	<b>\$44,309</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Aish Seminars Inc</a>	MD	\$97,209	President	\$56,000	<b>\$53,254</b>	2024
<a href="#">Nami Marion County Inc</a>	FL	\$86,827	Executive Director	\$2,500	<b>\$2,389</b>	2024
<a href="#">The Sanctuary Foundation</a>	ND	\$97,562	Vice President	\$24,700	<b>\$27,571</b>	2024
<a href="#">Solide Inc</a>	TX	\$98,030	Ex Director	\$16,200	<b>\$16,483</b>	2024
<a href="#">Cla Homes I Corp</a>	VA	\$98,070	Executive Director	\$3,855	<b>\$3,689</b>	2025
<a href="#">Prepare Our Youth Inc</a>	DC	\$85,879	Executive Director	\$35,417	<b>\$31,613</b>	2024
<a href="#">Ocl Properties Iii West Inc</a>	NY	\$98,287	Chief Financial Officer	\$73,290	<b>\$67,364</b>	2024
<a href="#">Suburban Pastoral Counseling Clinic Inc</a>	MD	\$85,783	Exec Director	\$38,410	<b>\$37,606</b>	2023
<a href="#">Lost Sheep Ministries Intl</a>	MN	\$85,518	Executive Director	\$33,000	<b>\$33,168</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	124 organizations. Compensation range \$1,099–\$299,605; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$92,068); for reference, expenses \$149,703 and assets \$692,109. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Latonya Maley, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	46 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 3 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	50 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	52 <sup>nd</sup>
Reportable pay only (column D), adjusted	67 <sup>th</sup>
All sources (D + E + F), adjusted	27 <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 (Latonya Maley) 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 124 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,734 is reasonable (approximately the 50<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.