

Boston Missionary Baptist Community Center Inc

Executive Director / CEO

EIN 364666451
 MA · NTEE P28
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Arthur Almeda, Executive Director / CEO** (\$7,000) against **every comparable organization** that fit the selection criteria — **64** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

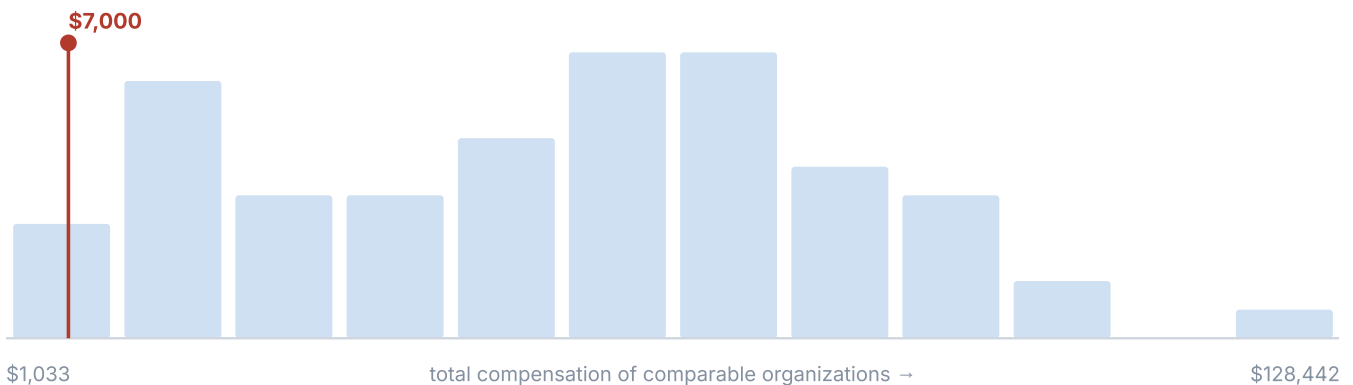
Benchmarked executive: Arthur Almeda — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P28).
BUDGET	Total revenue between \$236,323 and \$529,081 — 0.67x to 1.50x the subject's \$352,721 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P28), nationwide + budget 0.67–1.5x revenue.

64 organizations qualified on sector, size, and geography → **64** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,780 10TH	\$32,164 25TH	\$54,638 MEDIAN	\$73,977 75TH	\$88,520 90TH	\$7,000 THIS ORG · 3RD
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\$7,000



■ 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 MA 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
Union Mission Of Roanoke Rapids	NC	\$351,772	Executive Director - Part Yea	\$11,038	\$12,692	2023
333 Valley Street An	CT	\$356,151	Ceo	\$17,000	\$17,229	2024
Children's Institute Of Los Angeles	CA	\$361,903	Secretary	\$61,573	\$59,167	2023
One Fourteen Dwelling Inc	MN	\$362,881	Executive Di	\$120,259	\$128,442	2024
Easton Area Neighborhood Centers Inc	PA	\$366,425	Executive Director (7/1/2022-12/31/2022)	\$88,415	\$98,118	2023
Justice House	NM	\$332,846	Office Assistant	\$12,480	\$14,509	2024
Sinai Family Life Center	IL	\$373,635	Executive Director	\$60,000	\$65,642	2023
Trinity Educational Community Center	SC	\$326,055	Member	\$25,200	\$29,256	2023
Yns Affordable Housing Inc	MA	\$325,962	President	\$52,861	\$51,344	2024
Coconut Grove Cares Inc	FL	\$381,152	Executive Director	\$48,788	\$49,540	2024
The Red Hook Community Center Inc	NY	\$323,237	Executive Dir.	\$61,685	\$62,029	2023
Alpine Community Center Inc	CA	\$385,727	Executive Dir.	\$88,734	\$82,820	2024
Jesse Cosby Neighborhood Center Inc	IA	\$316,945	Executive Director	\$62,315	\$71,849	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
River Center Of New Castle Inc	CO	\$311,128	Executive Director	\$35,115	\$36,395	2024
Hebron Food Pantry Inc	MA	\$395,135	Executive Dir.	\$41,458	\$41,458	2023
Maricopa Community Alliance Against	AZ	\$399,475	Director	\$52,434	\$54,507	2024
Regional Engagement Center	PA	\$407,028	President	\$55,000	\$59,285	2024
Straight Street Laurens Inc	SC	\$295,515	Executive Director	\$27,958	\$32,458	2023
Carver Community Center	IN	\$294,648	Executive Director	\$38,000	\$44,594	2023
Whatsoever Community Center In	MO	\$284,074	Gascich Exec D	\$63,368	\$72,546	2024
Palmyra Community Center	NY	\$421,460	Member	\$4,830	\$4,596	2025
Diaper Train	NC	\$423,201	Exec Directo	\$52,500	\$58,635	2024
East Bluff Community Center Nfp	IL	\$425,103	Exec Director	\$17,500	\$18,596	2024
The Deposit Community Center Inc	NY	\$425,564	New. Executive Director	\$28,437	\$27,775	2024
North Yonkers Preservation And	NY	\$276,408	Executive Di	\$36,665	\$36,869	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	64 organizations. Compensation range \$1,033–\$128,442; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$352,721); for reference, expenses \$350,630 and assets \$207,274.
ROLE MATCH	Arthur Almeda, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	3 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 (Arthur Almeda) 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 64 similarly situated organizations (Same NTEE sector (P28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,000 is reasonable (approximately the 3rd 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.