

# Community En Accion

Executive Director / CEO

EIN 452863236

TX · NTEE S20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Anna I Aleman, Executive Director / CEO** (\$102,500) against **every comparable organization** that fit the selection criteria — **103** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Anna I Aleman — 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 (S20).

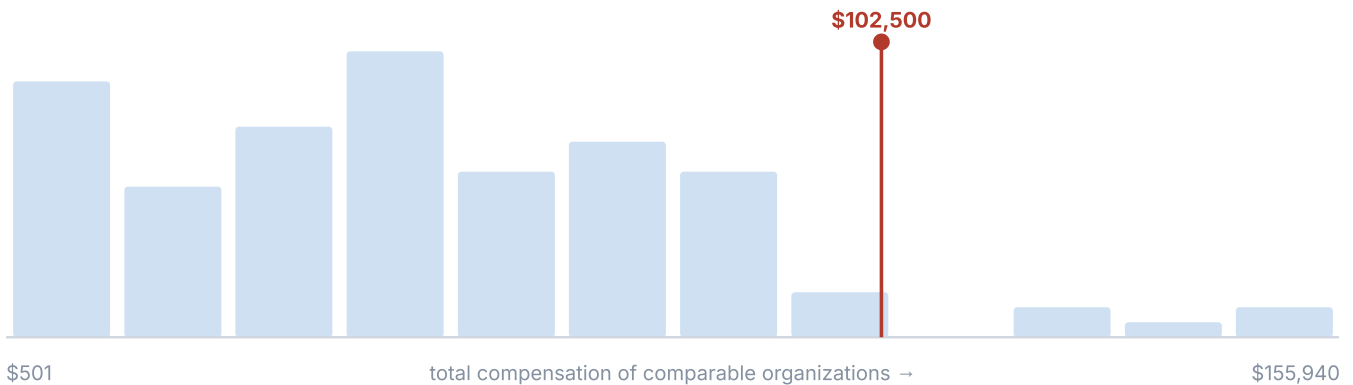
**BUDGET** Total revenue between \$89,148 and \$199,587 — 0.67x to 1.50x the subject's \$133,058 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

**103** organizations qualified on sector, size, and geography

→ **103** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,332	\$25,554	\$46,021	\$71,467	\$88,995	\$102,500
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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
<a href="#">West Broadway Neighborhood Association</a>	RI	\$133,281	Executive Director	\$45,619	<b>\$43,729</b>	2024
<a href="#">Egleston Square Main Street Inc</a>	MA	\$133,546	Executive Director	\$56,435	<b>\$49,391</b>	2025
<a href="#">Murray Main Street Program Inc</a>	KY	\$134,398	Executive Director	\$47,187	<b>\$50,680</b>	2024
<a href="#">East Peoria Community Foundation Nfp</a>	IL	\$135,030	Administrative Assistant	\$1,800	<b>\$1,821</b>	2023
<a href="#">Grow Grand Island Inc</a>	NE	\$135,084	Chair Person	\$30,000	<b>\$32,257</b>	2024
<a href="#">Main Street Fairmont Inc</a>	WV	\$136,324	Executive Di	\$1,875	<b>\$2,089</b>	2023
<a href="#">Genesis Group Vision To Reality Inc</a>	NY	\$128,700	President/ceo	\$92,857	<b>\$81,719</b>	2025
<a href="#">Greater Palm River Point Community Development Corporation</a>	FL	\$128,346	Executive Director	\$76,000	<b>\$71,374</b>	2024
<a href="#">Newburg Community Club</a>	ND	\$128,292	President	\$5,800	<b>\$6,198</b>	2025
<a href="#">Mountaineer Hbpa Benevolent Trust</a>	WV	\$127,040	Trust Administrator	\$20,533	<b>\$22,225</b>	2024
<a href="#">Thrive On Network Inc</a>	NY	\$139,340	Founder + Executive Director	\$81,500	<b>\$78,905</b>	2022
<a href="#">Northwest Ottawa Chamber Foundation</a>	MI	\$139,424	President	\$4,042	<b>\$4,063</b>	2025
<a href="#">Main Street Searcy Inc</a>	AR	\$139,692	Executive Direc	\$51,879	<b>\$58,296</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Friends Of Residential Treasuresla</a>	CA	\$140,465	Executive Director	\$17,500	<b>\$15,107</b>	2024
<a href="#">El Dorado Main Street Inc</a>	KS	\$124,748	Executive Director	\$35,000	<b>\$37,800</b>	2024
<a href="#">Summit Impact</a>	CA	\$124,138	Executive Di	\$175,464	<b>\$155,940</b>	2023
<a href="#">Worldnets Synergy Foundation I</a>	PR	\$143,000	Executive Dire	\$86,058	<b>\$86,058</b>	2024
<a href="#">Central Florida Utility &amp; Transport Contractors Association Inc</a>	FL	\$144,559	Executive Director	\$37,700	<b>\$35,405</b>	2024
<a href="#">Hustle Winston-salem</a>	NC	\$120,434	Executive Director	\$33,333	<b>\$35,449</b>	2023
<a href="#">Bexley Area Chamber Of Commerce</a>	OH	\$119,719	Executive Di	\$47,539	<b>\$50,335</b>	2024
<a href="#">Tourism-recreation Investment Partnership Of David</a>	NC	\$119,621	Executive Director	\$79,166	<b>\$79,666</b>	2025
<a href="#">Action Baybrook Inc</a>	MD	\$147,421	Founder And Ceo	\$14,597	<b>\$13,643</b>	2024
<a href="#">Community Foundation Of Grant County</a>	IN	\$148,126	Executive Director (Part-year)	\$50,042	<b>\$54,314</b>	2023
<a href="#">Theclevelandobserver</a>	OH	\$115,375	Vice President	\$700	<b>\$763</b>	2023
<a href="#">Keep Ohio Beautiful Inc</a>	OH	\$150,982	Executive Director	\$72,536	<b>\$76,803</b>	2024

**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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	103 organizations. Compensation range \$501–\$155,940; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$133,058); for reference, expenses \$227,681 and assets \$243,503. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Anna I Aleman, reported title " <i>EXECUTIVE DIRECTOR</i> "; benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 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	95 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	95 <sup>th</sup>
Reportable pay only (column D), adjusted	96 <sup>th</sup>
All sources (D + E + F), adjusted	85 <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 (Anna I Aleman) 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 103 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$102,500 is reasonable (approximately the 95<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date] , by a vote of [\_\_ for / \_\_ against] .

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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.