

Latino And Latina Rountable Of The

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Rosalina Mira, Executive Director / CEO** (\$71,458) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

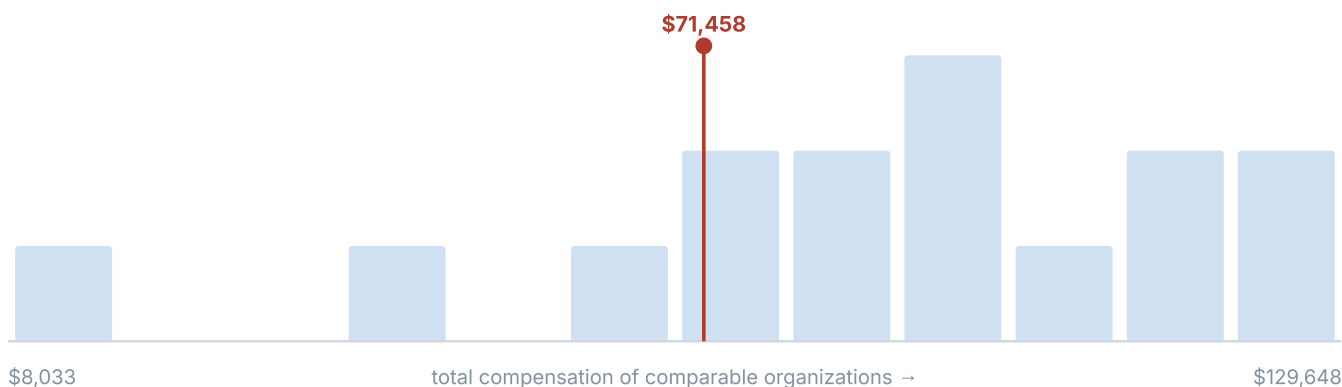
Benchmarked executive: Rosalina Mira — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S22).
BUDGET	Total revenue between \$293,447 and \$656,973 — 0.67x to 1.50x the subject's \$437,982 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S22), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$47,943	\$76,019	\$92,310	\$108,273	\$121,341	\$71,458
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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
Midtown Indianapolis Inc	IN	\$431,662	Former Executive Dir.	\$95,000	\$116,020	2023
Kennedy Heights Neighborhood Association	WI	\$413,450	Executive Director	\$70,929	\$83,324	2024
Safeways Incorporated	TN	\$403,978	Director Of Operations	\$105,625	\$124,889	2024
New Jersey Working Families	NJ	\$403,351	Exec Directo	\$110,227	\$110,703	2024
Styles4kidz Nfp	IL	\$481,315	Executive Director	\$56,197	\$62,146	2024
Powderhorn Park Neighborhood Association	MN	\$388,181	Executive Director	\$86,574	\$96,225	2024
Columbia Community Foundation Inc	CA	\$518,232	Director	\$8,270	\$8,033	2024
Brooklyn Heights Association Inc	NY	\$527,330	Executive Dir.	\$127,550	\$129,648	2024
Hempstead Hispanic Civic Association Inc	NY	\$548,959	Executive Director	\$104,131	\$105,843	2024
Morningside Area Alliance Inc	NY	\$309,862	Treasurer	\$96,962	\$98,556	2024
Lenape Bloemendael District Management Assoc Inc	NY	\$566,621	Executive Director	\$90,817	\$92,310	2024
Inwood North Homeowners Association Inc	TX	\$631,420	Deed Restrictions Violations Rfep	\$33,213	\$38,475	2023
Community Crime Patrol	OH	\$638,538	Executive Director	\$62,105	\$73,991	2024
Senior Village At Saddlebrooke Inc	AZ	\$651,802	Executive Director	\$79,682	\$86,200	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
District 4 Coalition	OR	\$653,933	Executive Director	\$76,690	\$78,046	2025

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	15 organizations. Compensation range \$8,033–\$129,648; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$437,982); for reference, expenses \$212,714 and assets \$429,536. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Rosalina Mira, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	20 th
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	13 th

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 (Rosalina Mira) 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 15 similarly situated organizations (Same NTEE sector (S22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,458 is reasonable (approximately the 20th 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.