

Association Of Two-way And Dual

This analysis benchmarks the total compensation of **Kevin Chavez, Executive Director / CEO** (\$155,000) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Kevin Chavez — 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 (B90).
BUDGET	Total revenue between \$34,955 and \$78,258 — 0.67x to 1.50x the subject's \$52,172 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,118	\$6,421	\$18,000	\$35,220	\$76,739	\$155,000
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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
Aj Center Inc	FL	\$52,350	Vp	\$12,500	\$13,599	2024
Berkeley Heights Huaxia Chinese School C	NJ	\$49,281	Principal	\$1,080	\$1,117	2024
Psychiatric Clinical Faculty Association	CA	\$56,632	Executive Dir.	\$16,925	\$16,925	2024
Childrens Literacy Project	NC	\$46,377	Executive Director	\$18,112	\$21,673	2024
Inspiring Services Inc	GA	\$46,023	Member	\$1,328	\$1,546	2024
Academy 3a Inc	NJ	\$45,296	President An	\$4,950	\$5,118	2024
Community After School Program Inc	OK	\$61,535	Executive Dir.	\$83,000	\$108,968	2023
Sc Career Kids	SC	\$42,657	Founder	\$15,000	\$17,655	2025
Philadelphia Children's Foundation	PA	\$62,288	Exec Director	\$45,000	\$53,504	2023
Children's Center For Behavioral	IL	\$62,529	President	\$12,000	\$13,310	2025
Illinois Education Association	IL	\$40,330	President	\$82,125	\$96,263	2023
Point Park University Foundation	PA	\$40,063	President (Exited 1/23)	\$442,037	\$525,575	2023
Maxmath Tutoring Online A Nj Nonprofit Corporation	NJ	\$65,656	Ceo	\$5,188	\$5,364	2024
World Trade Center Delaware	DE	\$38,245	President	\$46,667	\$54,480	2023
Maxmath Tutoring Online Inc Indiana Branch	IN	\$66,114	Ceo	\$5,200	\$6,351	2024
Y On Earth Community	CO	\$66,326	Executive Director	\$21,800	\$24,208	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bartlett Education Foundation	TN	\$37,958	Executive Director	\$18,470	\$23,148	2023
Parents Connected	CA	\$37,316	Executive Director	\$18,000	\$18,000	2024
American Design Drafting Association	TN	\$68,515	Programs Manager	\$31,200	\$37,980	2024
Maxmath Tutoring Online Inc Alabama Branch	AL	\$68,672	Ceo	\$5,188	\$6,491	2024
S T A R S Mentoring Program	OR	\$68,978	President And Ed	\$21,800	\$23,445	2024
San Jose Womans Club	CA	\$69,012	House Manager	\$40,073	\$40,073	2024
Business & Entrepreneurial Learning	NJ	\$69,427	President	\$10,000	\$10,645	2023
Maine Composites Alliance	ME	\$70,611	Director	\$16,892	\$19,588	2024
Clipped Wing Global Initiative	IL	\$71,057	President Ceo	\$27,810	\$31,662	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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 31 organizations. Compensation range \$1,117–\$525,575; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$52,172); for reference, expenses \$184,794 and assets \$1,534,909. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Kevin Chavez, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	97 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	90 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 (Kevin Chavez) 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 31 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$155,000 is reasonable (approximately the 97th 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.