

# Council On Regional Economic

Executive Director / CEO

EIN 463444371  
 TX · NTEE I44  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Eduardo Rodriguez, Executive Director / CEO** (\$199,517) against **every comparable organization** that fit the selection criteria — **548** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

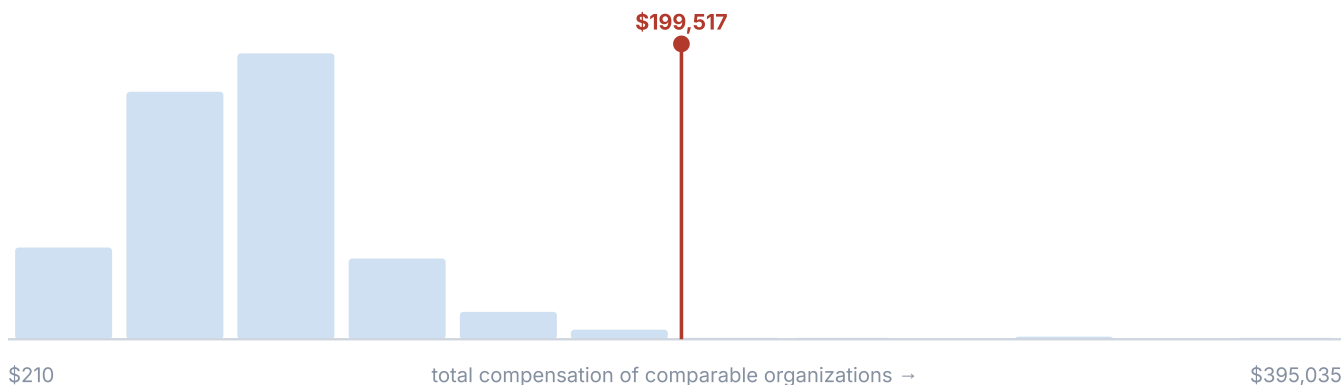
**Benchmarked executive:** Eduardo Rodriguez — reported title “ED/SEC/TR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

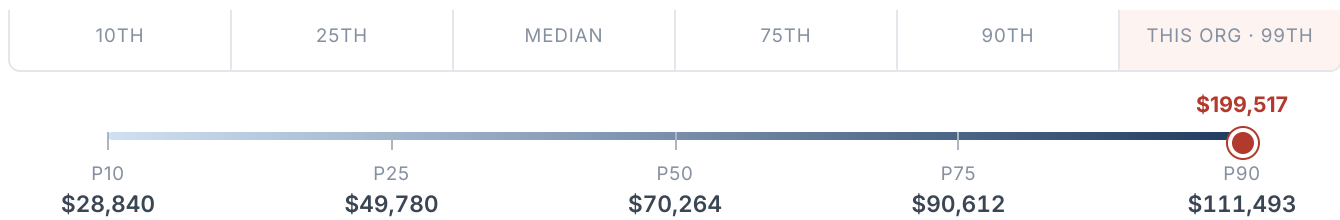
SECTOR	Organizations sharing the subject's NTEE classification (I44).
BUDGET	Total revenue between \$281,616 and \$630,484 — 0.67x to 1.50x the subject's \$420,323 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

**548** organizations qualified on sector, size, and geography → **548** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$28,840	\$49,780	\$70,264	\$90,612	\$111,493	<b>\$199,517</b>
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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="#">Northwest Mediation Center</a>	WA	\$420,213	Executive Dir.	\$67,725	<b>\$58,877</b>	2024
<a href="#">Center For Dispute Resolution</a>	MI	\$420,565	Executive Director (Current)	\$37,359	<b>\$38,549</b>	2023
<a href="#">Gallia County Defense Attorney Corp</a>	OH	\$420,000	President	\$122,959	<b>\$126,456</b>	2024
<a href="#">San Jose Police Foundation</a>	CA	\$419,446	President	\$87,500	<b>\$73,366</b>	2024
<a href="#">Discipleship Unlimited Inc</a>	TX	\$422,166	President	\$93,012	<b>\$93,012</b>	2023
<a href="#">Paint Love Inc</a>	GA	\$422,733	Executive Di	\$51,917	<b>\$50,689</b>	2024
<a href="#">Inner Banks Legal Services</a>	NC	\$417,113	Excutive Dir	\$61,439	<b>\$61,642</b>	2024
<a href="#">Parent Aid - Child Abuse Prevention Center</a>	AZ	\$417,068	Executive Director	\$67,893	<b>\$61,767</b>	2025
<a href="#">Erie County Bar Foundation Inc</a>	NY	\$424,016	Executive Director	\$12,850	<b>\$10,985</b>	2025
<a href="#">Find The Children</a>	CA	\$424,062	Executive Director	\$57,933	<b>\$48,575</b>	2024
<a href="#">Atwood Elder Housing Inc</a>	MA	\$416,558	President/treasurer	\$14,570	<b>\$12,713</b>	2024
<a href="#">The Liberty Initiative Inc</a>	AR	\$424,640	Executive Di	\$47,800	<b>\$52,172</b>	2024
<a href="#">Strategies To Overcome Obstacles</a>	MI	\$415,961	Executive Di	\$90,196	<b>\$90,398</b>	2024
<a href="#">Arizona Senior Citizens</a>	AZ	\$424,724	Interim Dire	\$103,514	<b>\$96,665</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">A Legacy Of Equality Leadership And Organizing</a>	WA	\$415,878	Executive Director	\$84,075	<b>\$73,091</b>	2024
<a href="#">The Bridge Ministry Center</a>	MI	\$424,808	Executive Di	\$87,829	<b>\$90,626</b>	2023
<a href="#">Urbanpromise Honduras Inc</a>	TN	\$424,978	Executive Director	\$76,563	<b>\$80,453</b>	2023
<a href="#">Branch Of Goodness Agape Rehabilitation Center</a>	TX	\$415,421	Director	\$30,000	<b>\$29,139</b>	2024
<a href="#">Lexisnexis Rule Of Law Foundation</a>	DC	\$425,255	Vice President & Treasurer (Ret. In 2025)	\$28,296	<b>\$24,111</b>	2024
<a href="#">Justice Ministries</a>	SC	\$425,649	President	\$96,560	<b>\$97,815</b>	2024
<a href="#">Connecticut Court Appointed Special</a>	CT	\$425,954	Executive Director	\$114,500	<b>\$104,244</b>	2024
<a href="#">Operation Sandcastle Inc</a>	FL	\$426,271	Officer & President	\$158,103	<b>\$144,219</b>	2024
<a href="#">Dispute Resolution Center</a>	MN	\$414,096	Executive Di	\$90,389	<b>\$89,287</b>	2023
<a href="#">Miracle Of Innocence Inc</a>	KS	\$413,890	President	\$45,000	<b>\$47,206</b>	2024
<a href="#">Police And Kids Foundation Inc</a>	FL	\$427,255	President	\$90,000	<b>\$84,522</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 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	548 organizations. Compensation range \$210–\$395,035; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$420,323); for reference, expenses \$1,760,036 and assets \$6,297,902. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Eduardo Rodriguez, reported title "ED/SEC/TR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	99 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	99 <sup>th</sup>
Reportable pay only (column D), adjusted	99 <sup>th</sup>
All sources (D + E + F), adjusted	97 <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 (Eduardo Rodriguez) 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 548 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$199,517 is reasonable (approximately the 99<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.