

Alcanzando Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Mapy C Askins, Executive Director / CEO** (\$45,750) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

Benchmarked executive: Mapy C Askins — reported title "CHIEF EXEC O", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (G99).

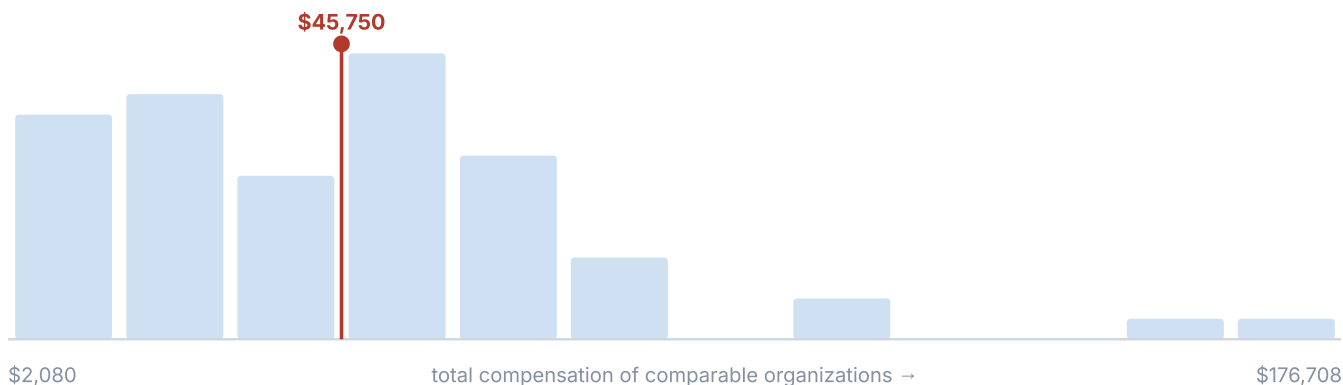
BUDGET Total revenue between \$64,091 and \$143,488 — 0.67x to 1.50x the subject's \$95,659 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

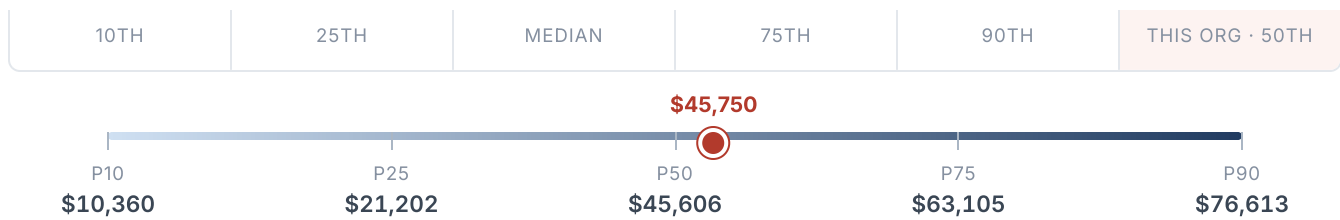
62 organizations qualified on sector, size, and geography

→ **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,360	\$21,202	\$45,606	\$63,105	\$76,613	\$45,750
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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 FL 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
Spina Bifida Association Of	FL	\$97,737	Executive Di	\$37,921	\$36,944	2025
Mattie J T Stepanek Foundation Inc	MD	\$98,461	President	\$26,000	\$26,639	2023
Austens Autistic Adventures	TX	\$91,730	Director	\$18,725	\$19,939	2024
Cleveland-rutherford Kidney Association	NC	\$91,389	Controller	\$59,500	\$65,444	2024
Connecticut Coalition For Organ And	CT	\$90,661	Executive Director	\$70,000	\$69,865	2024
Trisomy 18 Support Inc	MI	\$90,139	Executive Director	\$50,160	\$53,691	2025
Melanoma Education Foundation Inc	MA	\$88,728	President	\$14,000	\$13,392	2024
Massachusetts Health Information	MA	\$105,006	Administrative Director/cl	\$66,928	\$64,021	2024
Spina Bifida Association Of Arizona	AZ	\$86,223	Executive Director	\$47,846	\$48,982	2024
Livlyme Foundation	CO	\$105,282	Director	\$48,000	\$52,509	2022
Bakes For Breast Cancer Inc	MA	\$85,248	President	\$6,000	\$5,739	2024
Virginia Association Of Workers For The	VA	\$106,184	Director	\$9,600	\$9,613	2025
Heart Disease Research Institute	AZ	\$82,826	President	\$26,175	\$26,796	2024
Central Coast Autism Spectrum	CA	\$82,229	Executive Director	\$24,200	\$22,244	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
American Council Of The Blind	OH	\$109,566	Executive Di	\$43,000	\$48,480	2024
Mercy Outreach Ministries Inc	OH	\$81,579	Executive Director	\$16,318	\$18,941	2023
Shattuck Partners Inc	MA	\$109,761	Executive Director	\$35,949	\$35,403	2023
Songs & Smiles	TX	\$81,482	Executive Director	\$46,800	\$48,549	2025
South Carolina Ovarian Cancer Foundation	SC	\$110,142	Executive Director	\$41,174	\$47,075	2023
Carroll County Memorial Hospital	MO	\$111,566	President/ceo - Ccmh	\$30,331	\$35,207	2023
The Myasthenia Gravis Association	PA	\$79,181	Ed/ Director	\$44,992	\$49,172	2023
University Clinical Neurologists Inc	IN	\$112,636	Board Member	\$1,800	\$2,080	2023
Landon Pediatric Foundation	CA	\$112,813	Ceo	\$81,000	\$76,653	2023
Prep4gold	VA	\$113,127	Executive Director	\$63,093	\$64,847	2024
Global Aging Institute	VA	\$113,500	President & Treasurer	\$103,000	\$105,864	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 62 organizations. Compensation range \$2,080–\$176,708; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$95,659); for reference, expenses \$149,611 and assets \$180,530. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Mapy C Askins, reported title " <i>CHIEF EXEC O</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.
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	50 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	42 nd

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 (Mapy C Askins) 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 62 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,750 is reasonable (approximately the 50th 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.