

National Latina Business Women

Executive Director / CEO

EIN 472719595

CA · NTEE S43

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Maria Molina Solano, Executive Director / CEO** (\$76,601) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

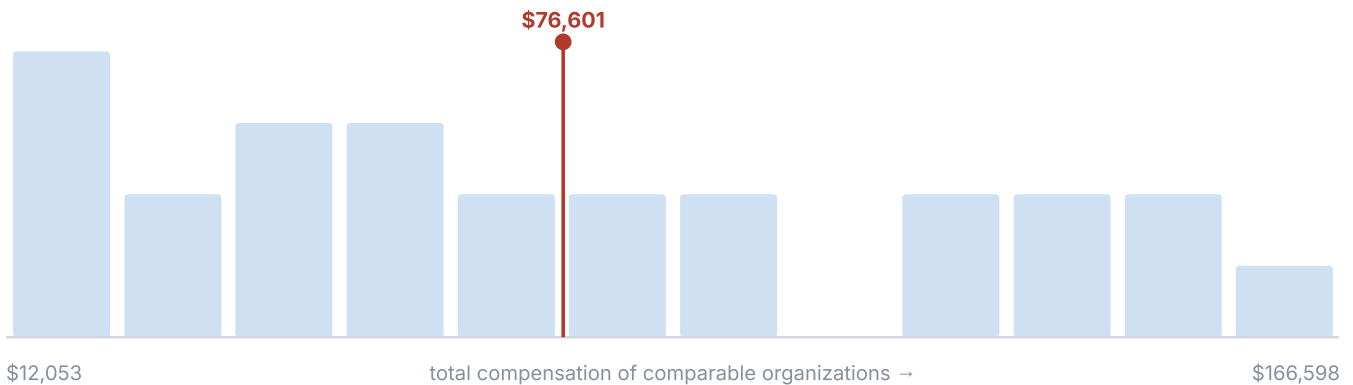
Benchmarked executive: Maria Molina Solano — reported title “Exec Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S43).
BUDGET	Total revenue between \$170,128 and \$380,884 — 0.67x to 1.50x the subject's \$253,923 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S43), nationwide + budget 0.67–1.5x revenue.

25 organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,721	\$37,895	\$68,507	\$122,964	\$137,787	\$76,601
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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
Shes Well Networked Inc	MD	\$255,004	President	\$35,680	\$38,630	2024
Rise Now Inc	NY	\$252,416	President	\$21,938	\$22,957	2024
Causa Local Corporation	PR	\$256,853	Executive Di	\$129,523	\$129,523	2024
Women Of Color Entrepreneurs Inc	MA	\$260,431	President	\$71,500	\$76,605	2023
Family Business Network Usa	FL	\$261,078	Executive Director	\$66,000	\$71,803	2024
Owatonna Business Incubator Inc	MN	\$235,748	Executive Di	\$33,333	\$39,270	2023
Launch Inc	NC	\$278,208	Executive Di	\$111,779	\$130,307	2025
Vida Mejor Capital Inc	NM	\$279,345	President	\$55,000	\$68,507	2024
Enterprise Development Corporation	MO	\$285,548	Executive Dir.	\$100,680	\$123,492	2024
Ohio Merchants Baseball Organizatio	OH	\$204,782	Treas/manage	\$48,000	\$57,359	2025
Cohabitat Foundation Inc	LA	\$304,436	Executive Director	\$65,000	\$85,336	2023
Commonwise Education Inc	NY	\$314,772	Executive Dir.	\$30,769	\$32,199	2024
Niche Inc	IN	\$322,461	Executive Director	\$120,000	\$142,774	2025
The Boost Pad	NC	\$171,558	Co-exec. Dir	\$49,225	\$58,903	2024
Tolani Lake Enterprises Inc	AZ	\$345,199	Executive Director	\$53,820	\$59,942	2024
Danville Boyle County Development	KY	\$349,771	Director	\$29,583	\$37,895	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rockford Area Strategic Initiatives	IL	\$358,096	Director	\$13,565	\$15,444	2024
Startupaz Foundation	AZ	\$359,966	President Executive Dir Thru 01/2024	\$136,843	\$152,409	2024
Nonprofit Solutions	CA	\$361,828	Executive Director	\$89,238	\$91,874	2023
Womens Venture Fund Inc	NY	\$366,243	President & Ceo	\$159,200	\$166,598	2024
Growco Columbia Inc	SC	\$367,881	Executive Director	\$101,778	\$122,964	2024
Iowa Center Loan Fund	IA	\$369,185	President	\$9,756	\$12,053	2025
The Warehouse Business Accelerator	CO	\$370,791	Executive Dir.	\$80,032	\$91,497	2023
Black Wall Street Business Center	OK	\$379,211	President & Ceo	\$19,500	\$24,866	2024
Madison Village For Advanced	GA	\$380,784	Executive Dir.	\$29,167	\$33,963	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 25 organizations. Compensation range \$12,053–\$166,598; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$253,923); for reference, expenses \$317,105 and assets \$234,769.

ROLE MATCH Maria Molina Solano, reported title "*Exec Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	56 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	48 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 (Maria Molina Solano) 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 25 similarly situated organizations (Same NTEE sector (S43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,601 is reasonable (approximately the 56th 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.