

Organizacion Latina Trans In Texas

Executive Director / CEO

EIN 474633481
 TX · NTEE P01
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Anandrea Molina, Executive Director / CEO** (\$103,712) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

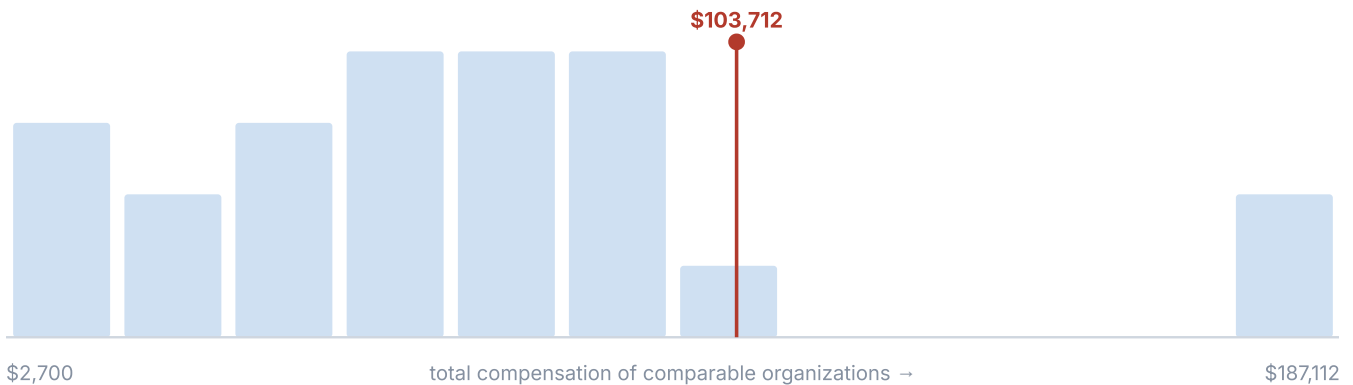
Benchmarked executive: Anandrea Molina — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P01).
BUDGET	Total revenue between \$180,646 and \$404,433 — 0.67x to 1.50x the subject's \$269,622 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P01), nationwide + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,088	\$39,296	\$59,378	\$79,991	\$97,601	\$103,712
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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
Mississippians Against Human Trafficking	MS	\$267,157	Executive Director	\$50,000	\$55,670	2023
Youmominc	FL	\$273,158	President	\$16,061	\$14,650	2024
Triumphant Hands Inc	NY	\$287,036	Executive Director	\$91,508	\$80,292	2024
The Groundswell Group Inc	NY	\$287,248	Chief Execut	\$93,450	\$81,996	2024
The Health & Housing Consortiuminc	NY	\$294,677	Executive Director	\$111,762	\$100,960	2023
The Truth Project Inc	TX	\$243,200	Founder And Ceo	\$69,151	\$67,167	2024
Families In Action For Justice	CA	\$300,000	Ceo	\$28,210	\$24,352	2023
Tri-lakes Center For Independent	NY	\$307,890	Executive Di	\$42,974	\$37,707	2024
Mapp Inc	CT	\$309,595	President	\$77,090	\$72,258	2023
Travel Unity Inc	NY	\$310,772	Executive Director	\$211,104	\$185,228	2024
Women In Technology Of Northwest Arkansas	AR	\$226,659	President & Founder	\$43,500	\$47,479	2024
Chicago Refugee Coalition	IL	\$320,192	Executive Dir.	\$22,750	\$21,717	2024
Casa Of Laramie County	WY	\$217,929	Executive Di	\$60,982	\$65,280	2023
Farmily	NV	\$215,106	Executive Director	\$61,006	\$59,378	2024
Rockland Community Services Inc	NY	\$211,235	Executive Director	\$2,989	\$2,700	2023
Justice For Girls Coalition Of Washington State	WA	\$329,017	Executive Director	\$89,036	\$79,690	2023
Our Voice Nuestra Voz	LA	\$197,087	Executive Director	\$175,000	\$187,112	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Clock Inc	IL	\$194,146	Executive Di	\$60,231	\$57,497	2024
Wichitas Littlest Heroes	KS	\$371,868	Executive Director	\$65,889	\$69,119	2024
Ten Toes In	CA	\$378,175	Executive Di	\$69,571	\$58,333	2024
Second Nurture	CT	\$380,391	Executive Director & Trustee	\$92,443	\$84,163	2024
My Brother's Keeper Task Force Inc	MA	\$384,360	Co-president & Director	\$19,125	\$17,181	2023
National Partnership For Women	DC	\$404,000	President	\$47,983	\$40,885	2024

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.

■ Sample, role match & sensitivity

PEER COUNT	23 organizations. Compensation range \$2,700–\$187,112; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$269,622); for reference, expenses \$497,464 and assets \$182,047. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Anandrea Molina, reported title <i>"Executive Director"</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	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	91 st
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	78 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 (Anandrea Molina) 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 23 similarly situated organizations (Same NTEE sector (P01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$103,712 is reasonable (approximately the 91st 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.