

# The Home Team - Miami Inc

Executive Director / CEO

EIN 475545165  
 FL · NTEE B99  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Alejandro Pou, Executive Director / CEO** (\$79,425) against **every comparable organization** that fit the selection criteria — **201** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80<sup>th</sup>** percentile of comparable organizations within the typical range

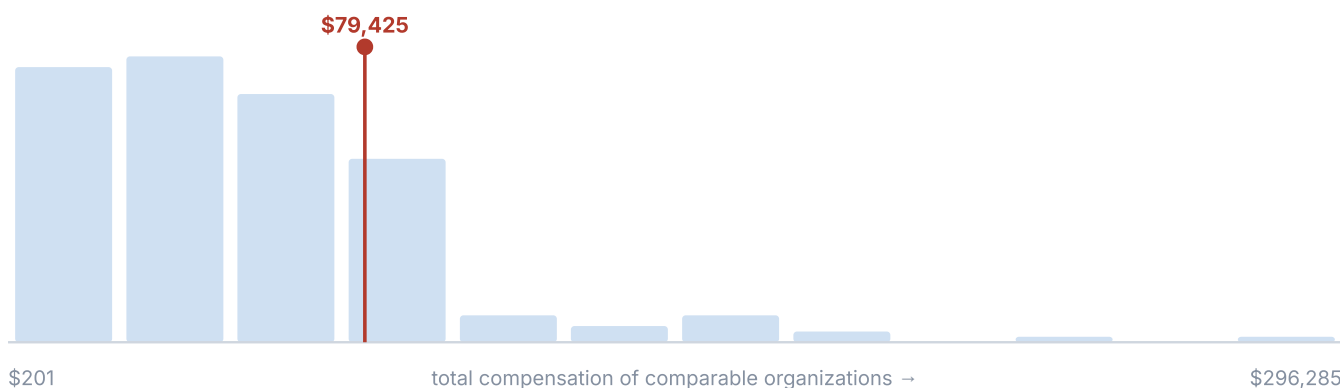
**Benchmarked executive:** Alejandro Pou — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (B99).
- BUDGET** Total revenue between \$116,301 and \$260,376 — 0.67x to 1.50x the subject's \$173,584 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

**201** organizations qualified on sector, size, and geography → **201** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,651	\$24,669	\$48,641	\$74,362	\$95,749	\$79,425
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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
<a href="#">Independent Television Festival Inc</a>	MN	\$174,027	Ceo/executive Director	\$16,667	<b>\$18,048</b>	2023
<a href="#">Los Medanos College Foundation</a>	CA	\$174,647	Director - Lmc President (July -Dec)	\$25,994	<b>\$24,599</b>	2023
<a href="#">Jewels Academy</a>	IA	\$174,974	President	\$39,582	<b>\$46,134</b>	2024
<a href="#">Tennessee Advocates For Planned</a>	TN	\$175,276	Executive Di	\$95,771	<b>\$107,160</b>	2024
<a href="#">Church Leadership Development</a>	TX	\$175,460	President	\$76,920	<b>\$84,325</b>	2023
<a href="#">Research Support Fund</a>	MA	\$171,417	Board President	\$37,776	<b>\$36,135</b>	2024
<a href="#">Marriage And Relationship Education Center Inc</a>	MD	\$171,221	Executive Director	\$47,508	<b>\$48,676</b>	2023
<a href="#">Education In Dance And</a>	NJ	\$170,931	Vice President	\$191,743	<b>\$182,235</b>	2024
<a href="#">Friends Of Transit</a>	AZ	\$176,478	Executive Director	\$90,000	<b>\$92,136</b>	2024
<a href="#">Lectica Inc Fka Dev Test Svs</a>	MA	\$176,554	Pres, Treas, Clerk	\$51,193	<b>\$50,416</b>	2023
<a href="#">Solvang School Education Foundation</a>	CA	\$170,182	President & Ceo	\$18,000	<b>\$16,119</b>	2025
<a href="#">Unity Foundation</a>	ME	\$177,085	Ceo/chairman	\$86,544	<b>\$94,973</b>	2023
<a href="#">Lohan School Of Shaolin</a>	NV	\$169,986	Corporate Officer	\$41,875	<b>\$46,001</b>	2023
<a href="#">Literacy Lubbock</a>	TX	\$178,019	Executive Director	\$75,328	<b>\$80,210</b>	2024
<a href="#">Fem Empowerment Movement</a>	CA	\$168,811	Secretary	\$104,168	<b>\$95,749</b>	2024
<a href="#">Curenwithjack</a>	GA	\$179,333	President	\$62,500	<b>\$66,895</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">American Diplomacy Foundation</a>	CT	\$179,500	President And Secretary	\$155,795	<b>\$160,088</b>	2023
<a href="#">Sc Ag-in-the-classroom Fund</a>	SC	\$167,533	President	\$72,480	<b>\$80,490</b>	2024
<a href="#">Lincoln-way High School Foundation</a>	IL	\$179,721	Executive Di	\$60,000	<b>\$62,791</b>	2024
<a href="#">Delaware Careplan Inc</a>	DE	\$166,166	Executive Director	\$15,149	<b>\$15,790</b>	2024
<a href="#">Monroe County Bar Center For Education</a>	NY	\$181,226	Executive Director - Thru Dec 2024	\$17,320	<b>\$16,231</b>	2025
<a href="#">The Spark Inc</a>	KS	\$164,994	Executive Director	\$64,231	<b>\$76,047</b>	2023
<a href="#">Arts Align All Inc</a>	WI	\$164,616	President	\$40,838	<b>\$45,400</b>	2024
<a href="#">Estes Park Learning Place Inc</a>	CO	\$182,902	Executive Director	\$56,156	<b>\$57,319</b>	2024
<a href="#">Epoch Public Media Seattle</a>	WA	\$164,046	President	\$4,779	<b>\$4,555</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>201</b> organizations. Compensation range \$201–\$296,285; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$173,584); for reference, expenses \$189,974 and assets \$44,524.
ROLE MATCH	Alejandro Pou, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

**RELATED-ORG PAY** 19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 9 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	80 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	82 <sup>nd</sup>
Reportable pay only (column D), adjusted	84 <sup>th</sup>
All sources (D + E + F), adjusted	74 <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 (Alejandro Pou) 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 201 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,425 is reasonable (approximately the 80<sup>th</sup> 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.