

# Producir Inc Una Corp De Desarrollo Comunal Y Econ Para Cubuy Y Lomas

Executive Director / CEO

EIN 660428651  
 PR · NTEE S200  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Lisette M Velez, Executive Director / CEO** (\$54,445) against **every comparable organization** that fit the selection criteria — **300** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42<sup>nd</sup>** percentile of comparable organizations within the typical range

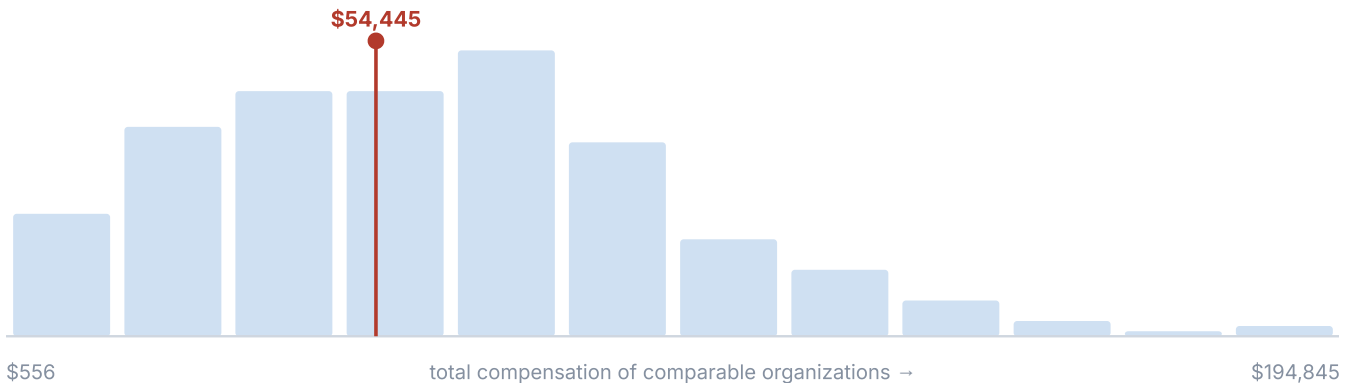
**Benchmarked executive:** Lisette M Velez — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S200).
BUDGET	Total revenue between \$189,948 and \$425,257 — 0.67x to 1.50x the subject's \$283,505 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

**300** organizations qualified on sector, size, and geography → **300** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$18,754</b> 10TH	<b>\$36,256</b> 25TH	<b>\$63,112</b> MEDIAN	<b>\$84,297</b> 75TH	<b>\$110,966</b> 90TH	<b>\$54,445</b> THIS ORG · 42ND
-------------------------	-------------------------	---------------------------	-------------------------	--------------------------	------------------------------------



## ■ 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); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">New Mexico Appleseed</a>	NM	\$284,037	Executive Di	\$151,740	<b>\$156,222</b>	2023
<a href="#">Sheppard Military Affairs Committee</a>	TX	\$284,060	President	\$90,000	<b>\$87,680</b>	2025
<a href="#">Batavia Mainstreet</a>	IL	\$282,717	Executive Dir.	\$67,083	<b>\$69,064</b>	2023
<a href="#">Visions America Cdc</a>	MD	\$282,496	President	\$33,664	<b>\$33,664</b>	2024
<a href="#">Haverford Partnership For Economic</a>	PA	\$282,424	Executive Di	\$46,453	<b>\$47,825</b>	2023
<a href="#">The Montague Street District Management</a>	NY	\$284,926	Executive Direc	\$61,285	<b>\$61,285</b>	2024
<a href="#">North Capital Main Street</a>	DC	\$285,374	Executive Director	\$48,182	<b>\$49,605</b>	2023
<a href="#">Elyria Community Partnership</a>	OH	\$280,473	Executive Director	\$79,276	<b>\$79,276</b>	2024
<a href="#">Allston Village Main Streets Inc</a>	MA	\$280,379	Executive Director	\$83,200	<b>\$81,055</b>	2025
<a href="#">Erie Together</a>	PA	\$280,307	Executive Director	\$94,000	<b>\$91,577</b>	2025
<a href="#">Partners For Livable Omaha</a>	NE	\$286,715	Executive Director	\$69,383	<b>\$69,383</b>	2024
<a href="#">Connect Waukegan Nfp</a>	IL	\$287,155	Executive Dir.	\$119,550	<b>\$119,550</b>	2024
<a href="#">Ken-rock Community Center Inc</a>	IL	\$287,423	President & Ceo	\$64,820	<b>\$66,735</b>	2023
<a href="#">Main Street Gettysburg Inc</a>	PA	\$287,455	President	\$80,822	<b>\$80,822</b>	2024
<a href="#">West Bank Business Association</a>	MN	\$288,979	Executive Director	\$30,808	<b>\$31,718</b>	2023
<a href="#">One In A Million Inc</a>	IL	\$289,444	President	\$36,656	<b>\$37,739</b>	2023
<a href="#">The High Point Community Development Cor</a>	CA	\$277,109	Executive Dir.	\$79,700	<b>\$79,700</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Good Counsel Cooperative</a>	CO	\$276,718	President/ex	\$32,083	<b>\$32,083</b>	2024
<a href="#">Shaker Heights Development Corporation</a>	OH	\$290,507	Executive Director	\$89,719	<b>\$89,719</b>	2024
<a href="#">Foundation For Body Mind &amp; Spirit</a>	TX	\$292,958	President/ceo	\$35,219	<b>\$35,219</b>	2024
<a href="#">Community Action Team-california Inc</a>	CA	\$273,760	Chief Executive Officer	\$105,000	<b>\$105,000</b>	2024
<a href="#">Experience The Heart Of</a>	IN	\$293,906	Executive Di	\$42,250	<b>\$43,498</b>	2023
<a href="#">New Season Community Development Corp</a>	CA	\$273,020	Director	\$45,000	<b>\$45,000</b>	2024
<a href="#">Moravia Park Community Development Corporation</a>	MD	\$294,013	President	\$24,440	<b>\$25,162</b>	2023
<a href="#">Urban University</a>	CA	\$271,812	Executive Director	\$64,896	<b>\$63,223</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PR 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. 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** 300 organizations. Compensation range \$556–\$194,845; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$283,505); for reference, expenses \$354,974 and assets \$1,170,684.

**ROLE MATCH** Lissette M Velez, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 4 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	42 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	42 <sup>nd</sup>
Reportable pay only (column D), adjusted	39 <sup>th</sup>
All sources (D + E + F), adjusted	38 <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 (Lissette M Velez) 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 300 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,445 is reasonable (approximately the 42<sup>nd</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.