

Centro Ramon Frade Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Angelys Rodriguez, Executive Director / CEO** (\$30,275) against **every comparable organization** that fit the selection criteria — **129** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

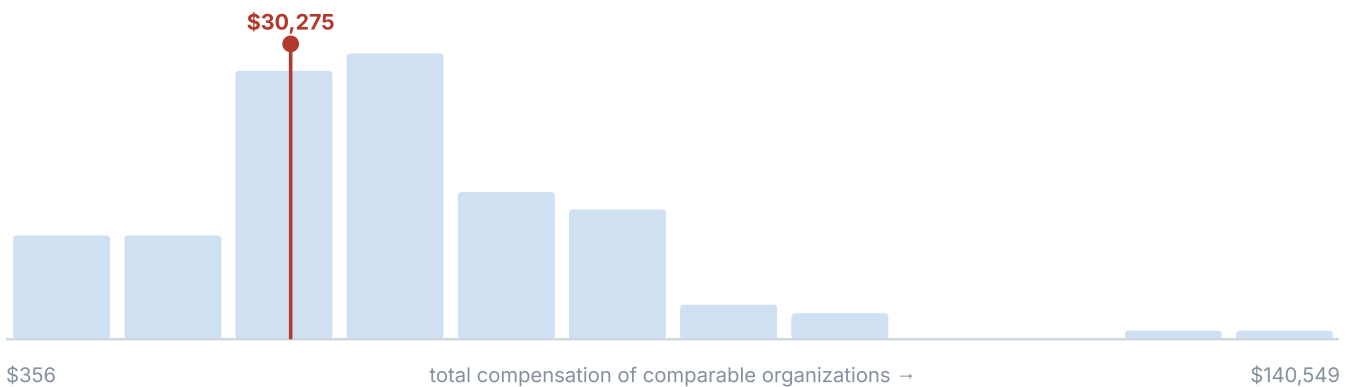
Benchmarked executive: Angelys Rodriguez — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P81).
BUDGET	Total revenue between \$172,937 and \$387,172 — 0.67x to 1.50x the subject's \$258,115 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

129 organizations qualified on sector, size, and geography → **129** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,837	\$27,515	\$38,875	\$53,364	\$62,834	\$30,275
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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); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Richland County Commission On Aging	MT	\$255,674	Administrator	\$40,856	\$34,385	2025
Options In Aging	PA	\$254,534	Outgoing Executive Director	\$70,252	\$60,689	2024
Newton At Home Inc	MA	\$254,243	Executive Director	\$48,820	\$41,088	2025
Care-community Action Respecting Elders	MN	\$253,734	Executive Dir.	\$56,107	\$48,470	2024
Pillar Inc	CO	\$262,834	Executive Director	\$82,457	\$73,337	2023
My Home Inc	CA	\$252,354	Administrator	\$36,000	\$32,018	2023
Smelter City Senior Citizens	MT	\$252,346	Director	\$38,521	\$33,278	2024
Senior Citizens Of Fulton County Inc	KY	\$265,059	Executive Direc	\$12,000	\$10,673	2023
Young County Senior Citizens Assoc Inc	TX	\$250,831	Executive Director	\$50,000	\$43,194	2024
Senior Friends Inc	WI	\$250,264	Secretary	\$41,467	\$35,823	2024
Golden Slipper Center For Seniors Inc	PA	\$249,833	Executive Director	\$53,500	\$47,583	2023
Vermont Aging Network Consortium Inc	VT	\$267,660	Coo/cfo	\$41,026	\$35,442	2024
Friends In Action	ME	\$246,863	Executive Di	\$64,661	\$57,509	2023
Music For All Seasons Inc	NJ	\$269,405	President	\$25,002	\$22,237	2023
Mascoutah Senior Services	IL	\$270,242	Director	\$26,772	\$23,811	2023
Autumn Glow Alzheimer's Care Home Inc	CA	\$244,981	President & Ceo	\$21,328	\$18,425	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Maury County Senior Citizens Inc	TN	\$273,001	Chief Exec O	\$34,109	\$28,707	2025
Magoffin County Senior Citizens Inc	KY	\$273,160	Exec Dir	\$42,830	\$38,093	2023
Faith In Action Of Bloomington Normal	IL	\$275,613	Executive Director	\$54,923	\$47,447	2024
Elderday Center	IL	\$276,559	Ceo	\$67,049	\$59,633	2023
Kearsarge Area Council On Aging Inc	NH	\$277,438	Executive Director	\$96,538	\$83,398	2024
Christian Care Holding Company Inc	AZ	\$238,499	President/ceo	\$78,149	\$67,512	2024
Senior Center Of South Pearl River	MS	\$237,305	Executive Dir.	\$56,540	\$50,287	2023
Spokane Area Jewish Family Services	WA	\$234,947	Executive Di	\$69,584	\$60,112	2024
Geary County Senior Citizens Inc	KS	\$233,704	Executive Director	\$38,002	\$32,829	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PR cost of living and 2021 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.

● Sample, role match & sensitivity

PEER COUNT	129 organizations. Compensation range \$356–\$140,549; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$258,115); for reference, expenses \$219,989 and assets \$350,131.
ROLE MATCH	Angelys Rodriguez, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 7 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	30 th
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	26 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 (Angelys Rodriguez) 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 129 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,275 is reasonable (approximately the 30th 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.