

Guams Alternative Lifestyle Association

Executive Director / CEO

EIN 660716699
 GU · NTEE P20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Tim Dela Cruz, Executive Director / CEO** (\$50,555) against **every comparable organization** that fit the selection criteria — **1069** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

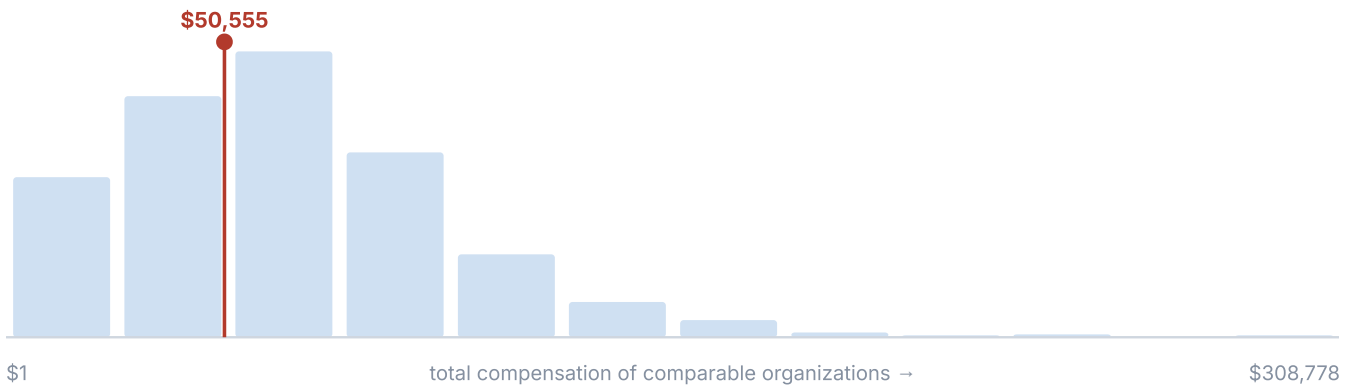
Benchmarked executive: Tim Dela Cruz — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$292,024 and \$653,785 — 0.67x to 1.50x the subject's \$435,857 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,069 organizations qualified on sector, size, and geography → **1,069** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,490	\$37,117	\$61,301	\$87,511	\$114,378	\$50,555
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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
Community Play Workshop Inc	MA	\$436,551	Executive Dir.	\$25,233	\$25,978	2023
Foundation 4 Arts Inc	FL	\$435,142	President	\$26,000	\$26,000	2024
Silver Streak	CA	\$436,590	Director	\$21,000	\$21,620	2023
Hope At The Brick House Inc	IA	\$434,971	Agency Director	\$40,000	\$40,000	2024
Olinga Learning	CA	\$436,788	Executive & Engineering Di	\$111,380	\$111,380	2024
Street Samaritans	IL	\$434,855	Executive Director	\$67,923	\$67,923	2024
Sam & Devorah Foundation For Trans Youth	NJ	\$434,848	Employee	\$135,000	\$135,000	2024
Jompeame Foundation	MI	\$437,164	President	\$27,000	\$27,000	2024
Actively Building Child Care Inc	AZ	\$437,313	Director	\$43,934	\$43,934	2024
Trident Medical International	ME	\$434,329	Director Of Operations	\$50,000	\$51,477	2023
Community Engagement & Consultation Group Inc	MD	\$437,841	Chief Finance Officer	\$8,400	\$8,400	2024
Trusting Connections	CA	\$433,862	Ceo	\$122,413	\$122,413	2024
Kids Teen Rider Inc	IL	\$433,792	President	\$40,000	\$40,000	2024
Give Nebraska	NE	\$433,585	Executive Di	\$75,953	\$75,953	2024
All My Usos	CA	\$438,238	Executive Director	\$5,542	\$5,542	2024
Historically Black Colleges And Universities Wrestling Initiative	MD	\$433,143	Executive Director	\$178,602	\$178,602	2024
North-northeast Business	OR	\$438,597	President Ed	\$170,264	\$175,293	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ivy Womens Center Inc	OH	\$438,608	Executive Director	\$51,513	\$53,035	2023
Mission Okc Outreach Ministry Inc	OK	\$438,936	Pastor And Ceo	\$51,232	\$51,232	2024
My Fathers House Community Service Inc	KS	\$438,990	Employee	\$60,375	\$62,158	2023
Safety Council Of Greater St Louis	MO	\$439,145	Executive Director	\$69,164	\$71,207	2023
Lifesouth Community Foundationinc	FL	\$439,177	President /	\$50,917	\$50,917	2024
Greater Park Hill Community Inc	CO	\$439,185	Executive Director	\$38,606	\$39,746	2023
Monarchcare Inc	FL	\$432,407	Ceo/execedir/	\$77,107	\$79,385	2023
Glenn Hudson Muay Thai Self Defense	IL	\$432,387	President	\$88,400	\$88,400	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GU 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.

Sample, role match & sensitivity

PEER COUNT	1069 organizations. Compensation range \$1–\$308,778; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$435,857); for reference, expenses \$497,428 and assets \$407,752.
ROLE MATCH	Tim Dela Cruz, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	57 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 25 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	38 th
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	35 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 (Tim Dela Cruz) 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 1069 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,555 is reasonable (approximately the 38th 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.