

Fundacion Agenda Ciudadana Inc

Executive Director / CEO

EIN 660774675
 PR · NTEE W24
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Sol C Molina Parrilla, Executive Director / CEO** (\$22,221) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

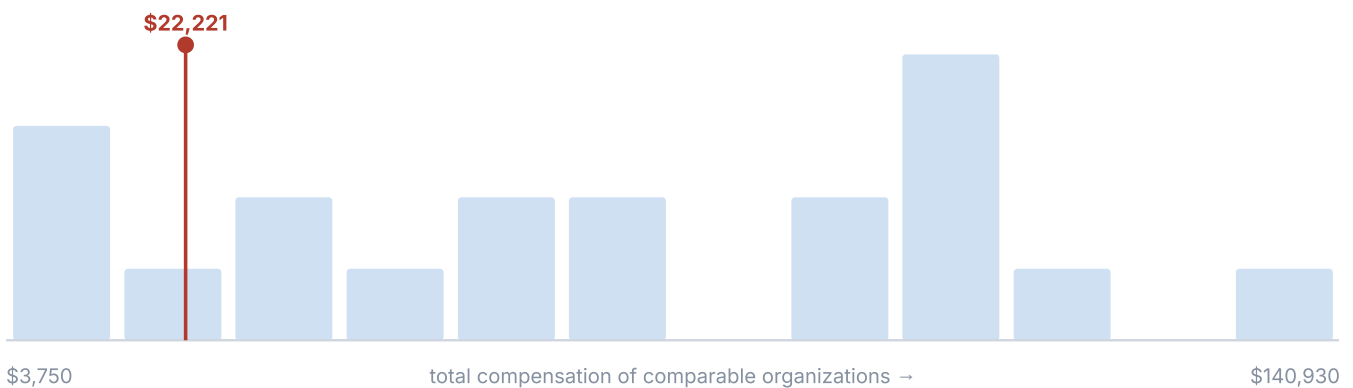
Benchmarked executive: Sol C Molina Parrilla — reported title “Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W24).
BUDGET	Total revenue between \$192,500 and \$430,971 — 0.67x to 1.50x the subject's \$287,314 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W24), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,389	\$32,375	\$61,744	\$97,924	\$107,236	\$22,221
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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
Committee For A Unified Independent	NY	\$290,721	President & Ceo	\$145,093	\$140,930	2024
Wyoming Donor Alliance	WY	\$298,228	Executive Di	\$27,920	\$27,920	2023
Ventura County Regional Defense Partnership	CA	\$274,910	Co-chair Public Member	\$50,400	\$47,692	2025
C4c Oakland Action Inc	CA	\$261,369	Org. Director	\$37,917	\$36,829	2024
Coalition For Open Democracy	NH	\$258,105	Excutive Director	\$60,414	\$60,414	2023
Free State Project Inc	NH	\$256,959	Executive Director	\$3,750	\$3,750	2023
Taxpayer Foundation Of Oregon	OR	\$321,399	Executive Director	\$113,450	\$113,450	2023
Good Knights Inc	OH	\$322,579	Executive Director	\$13,750	\$13,356	2024
Bikewalk North Carolina	NC	\$329,878	Executive Di	\$65,250	\$61,744	2025
Rhode Island Center For Freedom And Prosperity Inc	RI	\$229,988	Executive Director	\$86,500	\$86,500	2023
Yuan Foundation	MD	\$223,028	Chief Executive Officer	\$89,804	\$87,228	2024
The Rendell Center For Civics And	PA	\$356,748	Executive Director	\$105,278	\$105,278	2023
Nm Voters First	NM	\$213,100	Executive Director	\$24,000	\$23,311	2024
Minnesota Voters Alliance	MN	\$367,012	Executive Director	\$108,805	\$105,683	2024
Better Wyoming	WY	\$373,140	Executive Di	\$67,494	\$67,494	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jefferson Democratic Club	PA	\$199,248	Chairman	\$15,080	\$14,647	2024
Caesar Rodney Institute	DE	\$375,428	Executive Director	\$52,000	\$52,000	2023
True Texas Education Corporation	TX	\$393,945	Director	\$100,000	\$97,131	2024
Fairvote Minnesota Foundation	MN	\$397,347	Executive Director	\$101,632	\$98,716	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 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. 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	19 organizations. Compensation range \$3,750–\$140,930; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$287,314); for reference, expenses \$530,097 and assets \$61,779. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Sol C Molina Parrilla, reported title <i>"Treasurer"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	16th
Total compensation (D + F), as reported (no adjustments)	16th
Reportable pay only (column D), adjusted	16th

All sources (D + E + F), adjusted

16th

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 (Sol C Molina Parrilla) 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 19 similarly situated organizations (Same NTEE sector (W24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,221 is reasonable (approximately the 16th 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.