

Rising Communities Economic Development

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jossie MelIndez, Executive Director / CEO** (\$30,547) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

Benchmarked executive: Jossie MelIndez — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (T50).

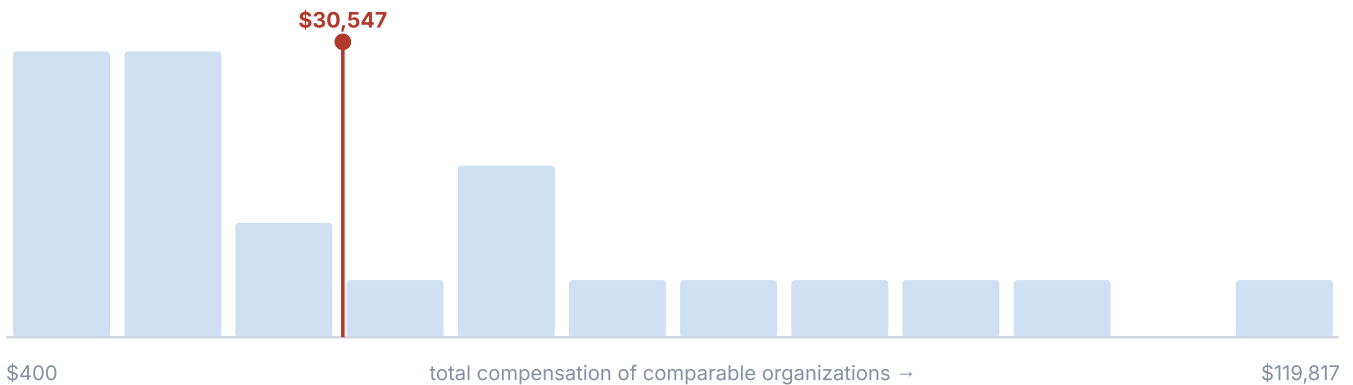
BUDGET Total revenue between \$89,388 and \$200,124 — 0.67x to 1.50x the subject's \$133,416 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T50), nationwide + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography

→ **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,512	\$11,569	\$27,147	\$55,700	\$81,735	\$30,547
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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
Bgcs Building Great Futures Inc	NY	\$136,436	Executive Director (July-de	\$11,363	\$11,363	2024
St Charles Moose Lodge 1513 Loyal Order	MO	\$139,063	Assistant Administrator	\$9,600	\$9,353	2025
Na Lima Kahiau	HI	\$139,974	Secretary	\$57,600	\$57,600	2024
Project One Forty Three Inc	CO	\$125,790	President	\$95,500	\$95,500	2024
Ruth Stone House	VT	\$124,307	Chair	\$400	\$400	2024
Unchained	NV	\$143,124	Director Of Us Programs And Board Secretary	\$25,000	\$25,000	2024
River Kourt Apartments	OR	\$122,003	President	\$15,031	\$15,475	2023
Bourbon Charity	AZ	\$148,128	Executive Di	\$50,000	\$50,000	2024
The Micro Non Profit Network	VA	\$116,533	President	\$16,250	\$15,831	2025
Pcf Gifting And Liquidation Charitable	CA	\$113,453	President & Ceo	\$69,882	\$69,882	2024
Brotallion Blue Skies Foundation	CA	\$154,625	President And Executive Director	\$1,662	\$1,662	2024
Capital Cause	MD	\$155,183	Ceo	\$119,817	\$119,817	2024
Hope For Honduran Children Foundation	OH	\$156,995	Executive Director	\$42,000	\$42,000	2024
Learn And Discover 3 Inc	NY	\$107,740	President	\$12,188	\$12,188	2024
Coca Leverage Lender Inc	MO	\$104,815	Interim President (Thru 2/23)	\$2,171	\$2,235	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Perspectability Inc	AR	\$167,484	Executive Director	\$12,696	\$12,696	2024
Common Good	DC	\$168,135	Founder	\$40,074	\$40,074	2024
Presbyterian Medical Services Foundation	NM	\$93,786	Board Member	\$76,088	\$76,088	2024
Operation Kid Forward Inc	GA	\$93,520	President	\$5,000	\$5,000	2024
Ann Arbor Spark Foundation	MI	\$182,887	President & Ceo	\$42,697	\$42,697	2024
The Orchid Foundation	NY	\$194,488	Treasurer	\$80,000	\$82,363	2023
Jackrabbit Homes Inc	AZ	\$200,000	Ceo	\$28,454	\$29,294	2023

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.

● Sample, role match & sensitivity

PEER COUNT 22 organizations. Compensation range \$400–\$119,817; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$133,416); for reference, expenses \$131,125 and assets \$2,280.

ROLE MATCH Jossie Melndez, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	55th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	41 st

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 (Jossie Melndez) 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 22 similarly situated organizations (Same NTEE sector (T50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,547 is reasonable (approximately the 55th 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.