

San Antonio Council For International Visitors

Executive Director / CEO

EIN 742726236
TX · NTEE Q21Z
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Monika Prochazkova, Executive Director / CEO** (\$42,731) against **every comparable organization** that fit the selection criteria — **105** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

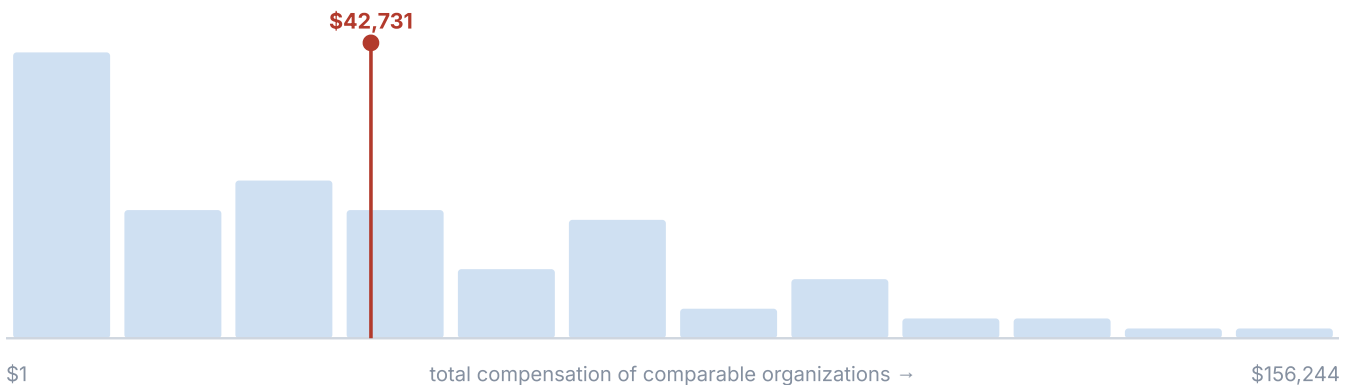
Benchmarked executive: Monika Prochazkova — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

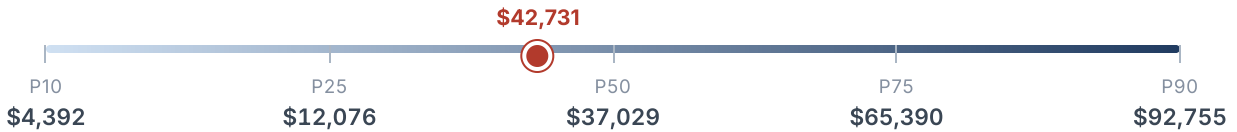
SECTOR	Organizations sharing the subject's NTEE classification (Q21Z).
BUDGET	Total revenue between \$71,035 and \$159,034 — 0.67x to 1.50x the subject's \$106,023 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

105 organizations qualified on sector, size, and geography → **105** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,392 10TH	\$12,076 25TH	\$37,029 MEDIAN	\$65,390 75TH	\$92,755 90TH	\$42,731 THIS ORG · 60TH
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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), normalized to TX cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Elba Fire Department Inc	NY	\$105,856	President	\$100	\$90	2024
Friends Of Tilonia Inc	NY	\$105,527	President/ Exec Director	\$1,000	\$880	2025
Institute For Asian Democracy	DC	\$105,507	Director	\$86,596	\$78,211	2023
International Assistance Ministries	TX	\$105,175	Director	\$37,500	\$38,608	2023
Worldhope Corps Inc	CA	\$104,857	Exec Director	\$24,000	\$21,330	2023
Viethope Inc	CA	\$104,808	Vn Executive Director	\$33,034	\$29,359	2023
A Bridge For Africa Foundation	CO	\$107,359	Co-exec Dir.	\$32,254	\$30,121	2025
Destined For Grace Children's Relief	CA	\$104,521	Ceo	\$119,710	\$100,674	2025
Chabad Lubavitch Of Moscow Inc	NY	\$104,366	Director	\$12,500	\$11,625	2023
Funds For The Missions Inc	TX	\$103,696	Chief Executive Officer	\$6,470	\$6,661	2023
Alaska Universal Service	AK	\$103,489	Agent	\$52,864	\$50,525	2024
Friends Of Hue	CA	\$109,563	Program Manager	\$3,500	\$3,110	2023
Puresa Humanitarian Corp	FL	\$102,287	President	\$46,378	\$43,555	2024
World Share Usa	CA	\$100,888	President	\$43,000	\$37,119	2024
Principe Productions Inc	NY	\$100,781	Executive Director	\$168,000	\$156,244	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ukraine Childrens Aid Fund Inc	MD	\$100,435	Managing Dir.	\$99,000	\$92,527	2024
Mercys Action Mission Inc	FL	\$111,914	President	\$15,000	\$14,087	2024
International Friends Of Khm	NY	\$112,780	Treasurer & Director	\$13,205	\$11,929	2024
United States-asia Foundation	DC	\$98,808	President	\$142,000	\$128,250	2023
Solar Village Project Inc	MD	\$113,596	President	\$36,928	\$33,624	2025
Institute For International	MI	\$113,629	Exec. Direct	\$8,000	\$8,255	2024
Foundation For Restoring Womens	TN	\$114,273	Medical Dir.	\$43,814	\$47,400	2023
Los Alamos Study Group	NM	\$97,422	Executive Director	\$3,333	\$3,689	2023
Deon Policy Institute	MA	\$115,379	Vice President And Exec Dire	\$82,440	\$76,246	2023
Texas Water Mission Inc	TX	\$116,927	Executive Director	\$30,000	\$30,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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. To compare fairly across regions and years, peer compensation is normalized to TX cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). 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 105 organizations. Compensation range \$1–\$156,244; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$106,023); for reference, expenses \$147,741 and assets \$229,236.

ROLE MATCH	Monika Prochazkova, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	60 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	59 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 (Monika Prochazkova) 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 105 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,731 is reasonable (approximately the 60th 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.