

# Howard County Council On Aging

Executive Director / CEO

EIN 751514689

TX · NTEE P81Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Maria Ontiveros, Executive Director / CEO** (\$27,500) against **every comparable organization** that fit the selection criteria — **132** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

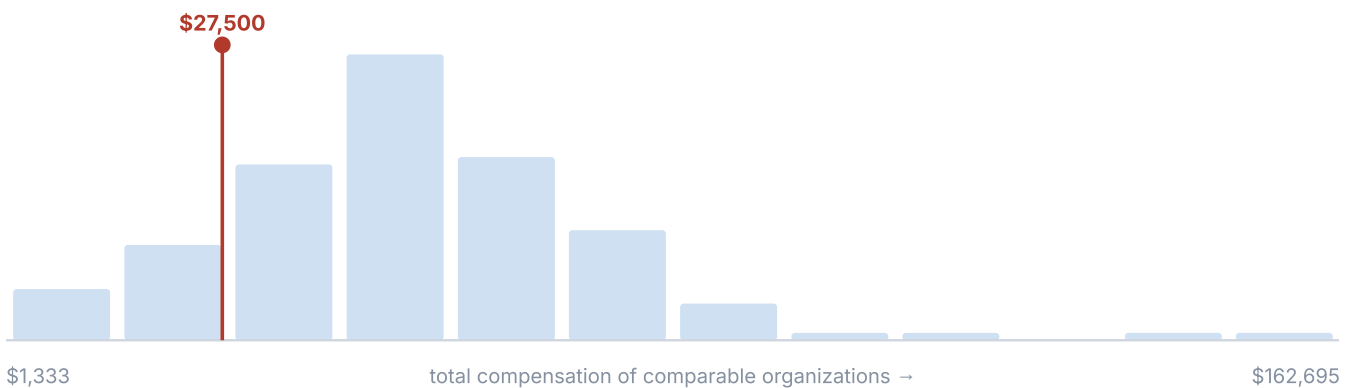
**Benchmarked executive:** Maria Ontiveros — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P81Z).
BUDGET	Total revenue between \$202,697 and \$453,799 — 0.67x to 1.50x the subject's \$302,533 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

**132** organizations qualified on sector, size, and geography → **132** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$23,016	\$37,769	\$49,282	\$64,096	\$78,054	\$27,500
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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
<a href="#">Scott County Senior Citizens Inc</a>	AR	\$300,874	Executive Director	\$36,500	<b>\$41,015</b>	2024
<a href="#">Audrey's Angels</a>	AZ	\$300,789	Executive Director	\$63,073	<b>\$60,640</b>	2024
<a href="#">Falls Township Senior Citizens Inc</a>	PA	\$298,591	Foundation Mgr.	\$45,630	<b>\$46,833</b>	2023
<a href="#">Eaton Area Senior Center Inc</a>	MI	\$298,581	Executive Director	\$75,124	<b>\$75,519</b>	2025
<a href="#">Riverview Community Action Corporation</a>	PA	\$298,319	Executive Director - Resigned	\$50,760	<b>\$52,098</b>	2023
<a href="#">The Senior Agenda Coalition Of Rhode</a>	RI	\$298,296	Executive Director	\$32,308	<b>\$30,970</b>	2024
<a href="#">Senior Citizens Council Of Madison County Inc</a>	FL	\$306,937	Executive Director	\$47,925	<b>\$45,008</b>	2024
<a href="#">Callahan County Aging</a>	TX	\$297,942	Director	\$24,000	<b>\$23,381</b>	2025
<a href="#">Corbin Senior Citizens Inc</a>	KY	\$297,677	Executive Director	\$40,574	<b>\$42,454</b>	2025
<a href="#">Silver Horizons New Mexico Inc</a>	NM	\$297,096	Executive Dir.	\$74,380	<b>\$79,975</b>	2024
<a href="#">Martin County Senior Citizens Corporation</a>	KY	\$296,836	Director	\$35,624	<b>\$38,261</b>	2024
<a href="#">Circle Of Friends Inc</a>	PA	\$309,648	Executive Director	\$63,964	<b>\$63,767</b>	2024
<a href="#">People Program Inc</a>	LA	\$294,092	Executive Director	\$71,000	<b>\$78,156</b>	2024
<a href="#">Fair Park Activity Center</a>	TN	\$293,399	Exc Director	\$45,000	<b>\$47,286</b>	2024
<a href="#">Senior Needs Committee Of Wells And Ogunquit</a>	ME	\$291,770	Director At Large	\$45,797	<b>\$45,844</b>	2024
<a href="#">Connellsville Area Senior</a>	PA	\$291,594	Executive Di	\$42,921	<b>\$42,789</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Rapp At Home</a>	VA	\$291,247	Executive Director	\$63,667	<b>\$61,454</b>	2024
<a href="#">Crescent Cities Charities Inc</a>	MD	\$289,816	President	\$4,550	<b>\$4,378</b>	2023
<a href="#">Cokeville Senior Citizen Center Inc</a>	WY	\$288,546	Site Director	\$29,562	<b>\$31,646</b>	2024
<a href="#">Tipton Co Commission On Aging</a>	TN	\$285,980	Exec Director	\$34,165	<b>\$36,961</b>	2023
<a href="#">Cozad Haymaker Grand Generation Center Inc</a>	NE	\$319,976	Executive Director	\$48,500	<b>\$50,804</b>	2025
<a href="#">Faribault Area Senior Citizens Inc</a>	MN	\$284,670	Executive Di	\$70,000	<b>\$69,146</b>	2024
<a href="#">Creative Aging Network - Nc</a>	NC	\$320,568	Executive Director	\$47,959	<b>\$49,539</b>	2024
<a href="#">Jefferson Senior Citizens Center Inc</a>	FL	\$320,571	Executive Director	\$34,300	<b>\$33,164</b>	2023
<a href="#">Marlboro County Council On Aging</a>	SC	\$320,574	Executive Director	\$54,128	<b>\$56,451</b>	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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 132 organizations. Compensation range \$1,333–\$162,695; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$302,533); for reference, expenses \$207,557 and assets \$833,556.

**ROLE MATCH** Maria Ontiveros, reported title "*DIRECTOR*", 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.**

RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	14 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	14 <sup>th</sup>
Reportable pay only (column D), adjusted	17 <sup>th</sup>
All sources (D + E + F), adjusted	12 <sup>th</sup>

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 (Maria Ontiveros) 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 132 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,500 is reasonable (approximately the 14<sup>th</sup> 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.