

Comunidad Corporation

Executive Director / CEO

EIN 752589674
 TX · NTEE L20Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Judy Martin, Executive Director / CEO** (\$108,900) against **every comparable organization** that fit the selection criteria — **211** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

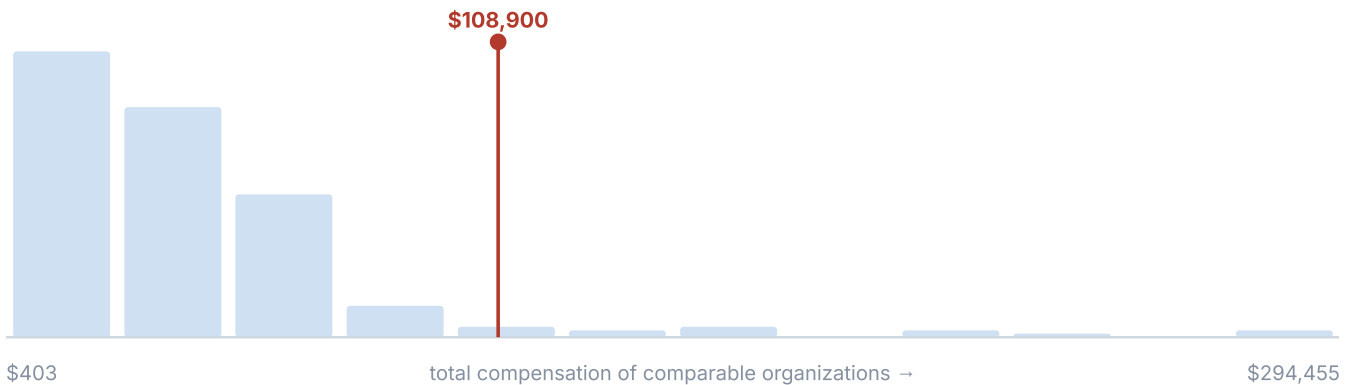
Benchmarked executive: Judy Martin — reported title “Exec Dir/Pres”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20Z).
BUDGET	Total revenue between \$86,882 and \$194,512 — 0.67x to 1.50x the subject's \$129,675 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

211 organizations qualified on sector, size, and geography → **211** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,770	\$16,143	\$31,333	\$54,254	\$76,868	\$108,900
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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
Inland Equity Community Land Trust	CA	\$129,385	Executive Director	\$36,143	\$31,200	2024
Spf-ster-iv	IL	\$129,997	President/ceo	\$30,975	\$31,342	2023
Southeastern Development Opportunit	MS	\$129,213	Exec Dir	\$61,072	\$67,998	2024
Mercy Properties Washington	CO	\$129,164	President/director	\$43,633	\$41,826	2024
James Valley Apartments Inc	SD	\$130,414	Manager	\$12,113	\$13,364	2024
Worthington Christian Village	OH	\$128,925	Ceo / Exec Dir	\$3,360	\$3,662	2023
Housing Opportunities Corporation	PA	\$128,887	Executive Director	\$8,219	\$8,194	2024
Pahc Sheridan Apartments Inc	CA	\$128,828	President & Ceo	\$65,172	\$56,259	2024
Perry S Hall Inc	VA	\$130,741	Secretary	\$28,094	\$27,118	2024
Helms Housing Inc	CT	\$130,931	Co-president And Ceo	\$37,301	\$34,963	2024
Ford House Inc	MN	\$131,683	Ceo Of Commonbond	\$21,254	\$20,995	2024
Oxford Trace Apartments Inc	TX	\$127,450	President/ce	\$18,400	\$18,400	2024
Potomac River Homes Inc	MD	\$126,731	President	\$20,272	\$19,506	2023
Lss Housing Prairievew Inc	WI	\$126,479	President	\$40,683	\$42,475	2024
Eye Of A Needle Foundation Inc	CA	\$133,166	President	\$24,700	\$21,952	2023
The Copley House Inc	VT	\$133,172	Vice Preside	\$26,702	\$26,176	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Central Alabama Housing Alliance	AL	\$133,836	President	\$20,643	\$22,294	2024
Family Connection	SD	\$133,844	Secretary/ex	\$50,000	\$53,742	2025
Community Homebuyers Inc	PA	\$134,011	Secretary/treasurer	\$28,234	\$28,147	2024
Lss Housing Woodside Inc	WI	\$124,913	President	\$40,683	\$42,475	2024
Keystone Place Housing Corporation	MO	\$124,886	Executive Director	\$9,171	\$9,710	2024
Peoples Organization For Strategic Excellence Pose Cdc Inc	LA	\$134,543	Executive Director	\$45,000	\$49,536	2024
Demarest Farm 2 Inc	NJ	\$124,657	President & Ceo	\$25,881	\$23,100	2024
Ken-crest Housing Pa 2010 Inc	PA	\$123,922	Ceo	\$29,531	\$29,440	2024
Northern Area Homes Inc	PA	\$123,694	Maintenance	\$12,300	\$12,262	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	211 organizations. Compensation range \$403–\$294,455; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$129,675); for reference, expenses \$140,909 and assets \$605,210.
ROLE MATCH	Judy Martin, reported title <i>"Exec Dir/Pres"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 157 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 10 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	95 th
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	29 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 (Judy Martin) 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 211 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$108,900 is reasonable (approximately the 95th 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.