

East Cambridge Business Association

Executive Director / CEO

EIN 800417744

MA · NTEE S80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jason Alves, Executive Director / CEO** (\$163,149) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

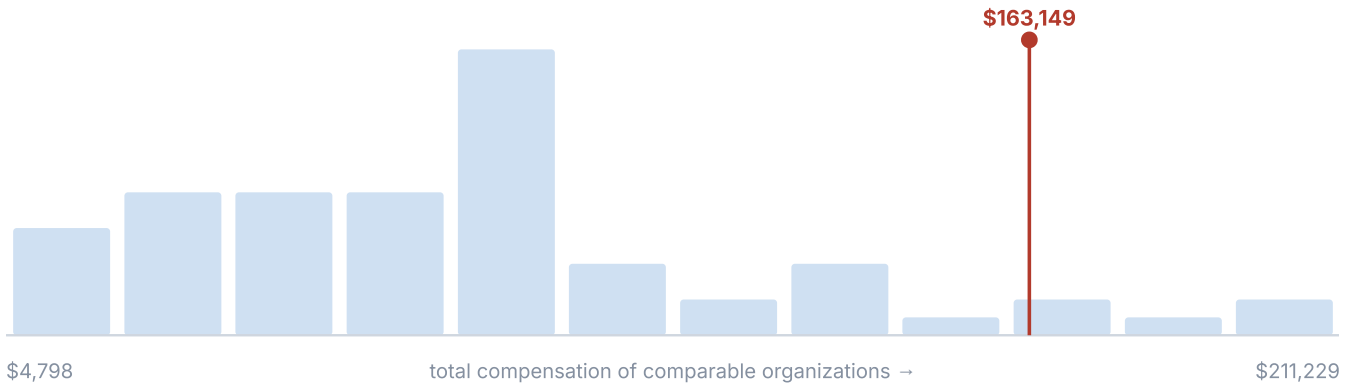
Benchmarked executive: Jason Alves — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (S80).
- BUDGET Total revenue between \$312,134 and \$698,808 — 0.67x to 1.50x the subject's \$465,872 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (S80), nationwide + budget 0.67–1.5x revenue.

62 organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,189	\$42,120	\$75,177	\$91,494	\$138,900	\$163,149
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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 MA 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
Center For Community Service Fund	WA	\$465,997	President	\$20,238	\$20,163	2024
Sunset Park District Management	NY	\$468,235	Executive Direc	\$63,780	\$64,136	2024
Choice For All	NY	\$473,457	Ceo	\$81,290	\$87,608	2022
Pregnancy Counseling Center	CA	\$473,739	Executive Dir.	\$93,451	\$92,451	2023
Conway Center For Family Business	OH	\$450,438	Executive Di	\$138,112	\$162,786	2024
Central Ia Center For Independent Living	IA	\$448,514	Executive Director	\$66,950	\$79,473	2025
Glb National Help Center Inc	CA	\$440,006	Executive Director	\$78,461	\$75,395	2024
Texans For Clean Water Inc	TX	\$435,000	President And Director	\$53,654	\$59,726	2024
Danenet Inc	WI	\$433,920	Executive Dir.	\$73,586	\$88,048	2023
House Of Peace And Education Inc	MA	\$433,309	Executive Di	\$42,913	\$42,913	2024
Native American Food Sovereignty	AZ	\$427,502	Executive Dir.	\$109,889	\$117,606	2024
Health Officers Association Of California	CA	\$507,340	Executive Director	\$140,491	\$138,989	2023
Leadership Houston Inc	TX	\$422,136	Executive Di	\$93,339	\$103,902	2024
Remote Energy	WA	\$421,740	Managing Director	\$33,439	\$33,316	2024
Lynden Communitysenior Center	WA	\$413,188	Former Executive	\$56,348	\$56,140	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
			Director			
Wisconsin Coalition Of Independent	WI	\$412,775	Executive Director	\$111,676	\$129,789	2024
Tricounty Community Network Inc	PA	\$405,524	Executive Director	\$160,735	\$183,644	2023
Pine Bluffs Senior Center Inc	WY	\$404,472	Executive Dir.	\$44,602	\$53,149	2024
The Refuge	IA	\$528,249	Executive Dir.	\$50,997	\$62,138	2024
Volunteer Center Of Cedar Valley	IA	\$403,233	Executive Director	\$87,185	\$106,232	2024
Kiwanis Club Of Lehigh Acres	FL	\$398,789	Treasurer	\$38,919	\$40,686	2024
Astop Inc	WI	\$532,991	Executive Director	\$74,436	\$84,279	2025
New Hope Resource Center	WA	\$394,474	New Hope Director	\$30,586	\$30,473	2024
Women's Mentoring Network Inc	CT	\$393,469	Executive Director	\$82,500	\$88,623	2023
Spokane County Sheriff Community Oriented Policing	WA	\$538,501	Executive Director	\$77,100	\$76,816	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 **62** organizations. Compensation range \$4,798–\$211,229; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$465,872); for reference, expenses \$452,439 and assets \$241,480.
ROLE MATCH	Jason Alves, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	94 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	87 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 (Jason Alves) 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 62 similarly situated organizations (Same NTEE sector (S80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$163,149 is reasonable (approximately the 94th 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.