

# Community Connections Of Moniteau County Inc

Executive Director / CEO

EIN 813849652  
MO · NTEE P82  
FY ending 2024-12-31  
June 9, 2026

This analysis benchmarks the total compensation of **Araceli Martinez, Executive Director / CEO** (\$53,139) against **every comparable organization** that fit the selection criteria — **122** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42<sup>nd</sup>** percentile of comparable organizations within the typical range

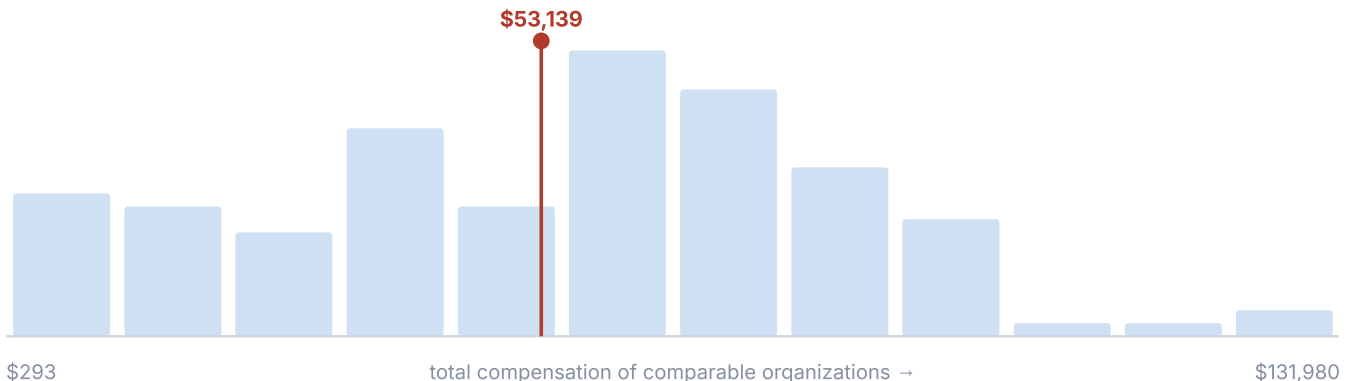
**Benchmarked executive:** Araceli Martinez — reported title "Support Coordinator", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P82).
BUDGET	Total revenue between \$310,658 and \$695,505 — 0.67x to 1.50x the subject's \$463,670 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P82), nationwide + budget 0.67–1.5x revenue.

**122** organizations qualified on sector, size, and geography → **122** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$12,557</b> 10TH	<b>\$33,713</b> 25TH	<b>\$58,536</b> MEDIAN	<b>\$75,331</b> 75TH	<b>\$88,559</b> 90TH	<b>\$53,139</b> THIS ORG · 42ND
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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 MO 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 Cheerful Resident Corp</a>	FL	\$462,825	Director	\$72,000	<b>\$63,861</b>	2024
<a href="#">Small Champions Inc</a>	CO	\$462,558	Executive Director	\$87,600	<b>\$81,649</b>	2023
<a href="#">The Friends Network Inc</a>	NY	\$461,917	Executive Director	\$113,372	<b>\$96,724</b>	2024
<a href="#">Changing Lives Together Foundation</a>	NC	\$460,610	Executive Di	\$2,685	<b>\$2,619</b>	2024
<a href="#">The Speak Foundation Inc</a>	FL	\$467,773	President	\$16,080	<b>\$14,262</b>	2024
<a href="#">Limitless Disability Services Inc</a>	GA	\$452,054	Executive Director	\$40,848	<b>\$39,924</b>	2023
<a href="#">Mid-nebraska Foundation Inc</a>	NE	\$451,053	Chief Executive Officer	\$43,429	<b>\$44,102</b>	2024
<a href="#">The Ability Center For Independent</a>	NM	\$477,892	Executive Di	\$75,405	<b>\$76,573</b>	2024
<a href="#">People Empowered And Communities Enhanc</a>	WA	\$477,905	Executive Director	\$60,018	<b>\$52,232</b>	2023
<a href="#">True Connections Community Programs Inc</a>	CA	\$479,066	Executive Dir.	\$360	<b>\$293</b>	2024
<a href="#">Southside Services Inc</a>	MN	\$446,143	Executive Director	\$73,260	<b>\$68,346</b>	2024
<a href="#">Greener Life Solutions Inc</a>	MD	\$444,521	Executive Director	\$149,520	<b>\$131,980</b>	2024
<a href="#">Independence Unlimited Inc</a>	CT	\$443,862	Executive Di	\$90,268	<b>\$79,909</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Misty Meadows Mitey Riders Inc</a>	NC	\$484,578	Managing Director	\$39,918	<b>\$38,942</b>	2024
<a href="#">Brain Injury Association Of Wyoming</a>	WY	\$442,350	Executive Director	\$28,635	<b>\$28,950</b>	2024
<a href="#">Lee's Foster Home Inc</a>	FL	\$438,839	President	\$36,900	<b>\$33,695</b>	2023
<a href="#">Disability Empowerment Center</a>	PA	\$490,777	Executive Di	\$66,554	<b>\$62,663</b>	2024
<a href="#">Wings Of Hope Equitherapy</a>	TX	\$435,486	Executive Director	\$58,062	<b>\$54,836</b>	2024
<a href="#">Nellie Byers Training Center Inc</a>	LA	\$434,240	Executive Dir.	\$16,410	<b>\$17,060</b>	2024
<a href="#">Children's Speech &amp; Reading Center</a>	CO	\$493,358	Exec Direc/p	\$74,379	<b>\$67,337</b>	2024
<a href="#">The Helping Hands Society Of Hazleton</a>	PA	\$494,764	Executive Director	\$75,540	<b>\$71,124</b>	2024
<a href="#">Empower Tennessee</a>	TN	\$495,282	Executive Di	\$86,698	<b>\$86,042</b>	2024
<a href="#">Camp Capella Inc</a>	ME	\$496,860	Executive Di	\$77,885	<b>\$73,634</b>	2024
<a href="#">Encore Studio For The Performing Arts Inc</a>	WI	\$498,463	Ceo	\$86,048	<b>\$84,846</b>	2024
<a href="#">Cherishability</a>	OR	\$498,540	Executive Director	\$84,000	<b>\$75,826</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	122 organizations. Compensation range \$293–\$131,980; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$463,670); for reference, expenses \$281,979 and assets \$163,201.
ROLE MATCH	Araceli Martinez, reported title " <i>Support Coordinator</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	13 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	42 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	39 <sup>th</sup>
Reportable pay only (column D), adjusted	39 <sup>th</sup>
All sources (D + E + F), adjusted	31 <sup>st</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 (Araceli Martinez) 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 122 similarly situated organizations (Same NTEE sector (P82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,139 is reasonable (approximately the 42<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.