

Aguaclara Reach Inc

Executive Director / CEO

EIN 822023059

NY · NTEE Q32

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Monroe Weber-shirk, Executive Director / CEO** (\$86,121) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

Benchmarked executive: Monroe Weber-shirk — 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 (Q32).

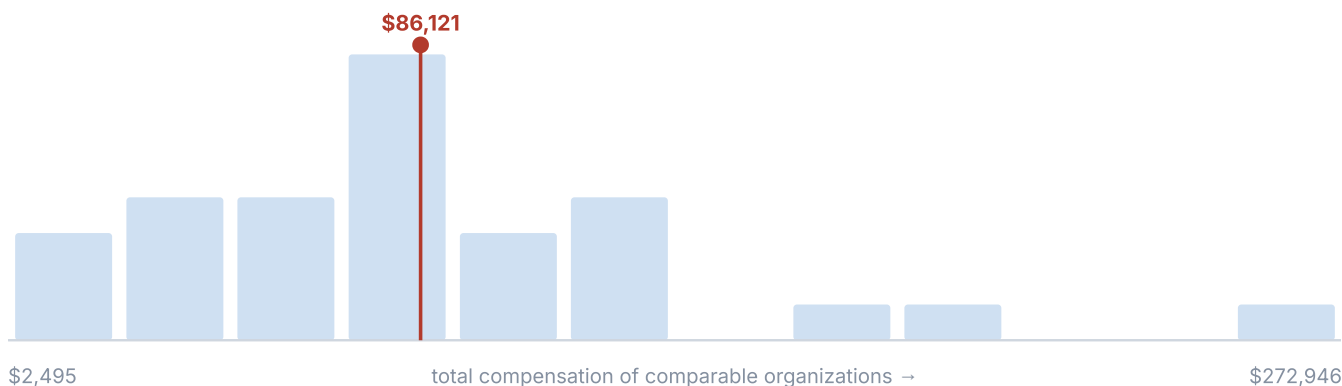
BUDGET Total revenue between \$150,294 and \$336,480 — 0.67x to 1.50x the subject's \$224,320 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Q32), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography

→ **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,171	\$58,753	\$87,027	\$106,066	\$138,123	\$86,121
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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 NY 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 Growth And Opportunity	UT	\$227,736	President	\$143,888	\$162,972	2024
African Hospitality Institute	WA	\$235,222	Field Director	\$80,000	\$81,605	2023
Global Leadership Inc	GA	\$205,959	Executive Di	\$105,600	\$117,503	2024
Ibec Ventures	PA	\$243,259	Managing Director	\$116,100	\$131,911	2023
Beyond Capital Fund	TX	\$249,507	Treasurer/se	\$80,000	\$88,560	2024
Farms International Inc	MN	\$253,049	Executive Di	\$60,985	\$64,968	2025
House On The Hill Inc	KY	\$256,964	President	\$86,000	\$102,250	2024
Nivas Inc	CO	\$260,322	President/executive Director	\$82,012	\$87,027	2024
Junior Achievement Of Mad River Region Ohio	OH	\$187,188	President	\$36,797	\$44,404	2023
Lumeya International Ministries Inc	CA	\$185,831	President	\$22,168	\$21,810	2023
All Seasons Community Services	MN	\$182,386	Ceo	\$24,124	\$27,159	2023
Be There Ministries	VA	\$266,817	Founder	\$40,000	\$44,003	2023
Hope Border Institute	TX	\$268,242	Executive Director	\$53,074	\$58,753	2024
The Social Enterprise Fund Inc	FL	\$172,241	Director	\$2,400	\$2,495	2024
Summit Initiative	WA	\$277,114	Executive Director	\$120,000	\$118,895	2024
Jubilee Usa Network	DC	\$168,246	Executive Dir.	\$189,520	\$184,046	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Junior Achievement Of Middletown Area	OH	\$167,633	President/ed	\$73,123	\$83,499	2025
Nehemiah Gateway Usa Inc	CO	\$281,973	President	\$85,000	\$90,197	2024
Junior Achievement Of Hawaii Inc	HI	\$165,759	President	\$94,682	\$96,581	2023
Jungle Ministry	WA	\$284,502	President/ex	\$80,422	\$79,681	2024
20 Liters	MI	\$284,894	Executive Director	\$28,087	\$32,082	2024
Junior Achievement Of The Desert Southwest	TX	\$285,477	President	\$78,018	\$88,916	2023
Native Future	ME	\$286,586	President	\$62,500	\$69,258	2024
Code To Inspire Inc	DE	\$161,214	Ceo	\$108,000	\$117,027	2024
Eha Impact Ventures Inc	DE	\$160,913	Ceo	\$244,665	\$272,946	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 29 organizations. Compensation range \$2,495–\$272,946; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$224,320); for reference, expenses \$208,220 and assets \$81,539.

ROLE MATCH Monroe Weber-shirk, 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 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	48 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	48 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 (Monroe Weber-shirk) 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 29 similarly situated organizations (Same NTEE sector (Q32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$86,121 is reasonable (approximately the 48th 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.