

Alterna Inc

Executive Director / CEO

EIN 830464787

GA · NTEE Q330

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Anton Flores, Executive Director / CEO** (\$11,649) against **every comparable organization** that fit the selection criteria — **228** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

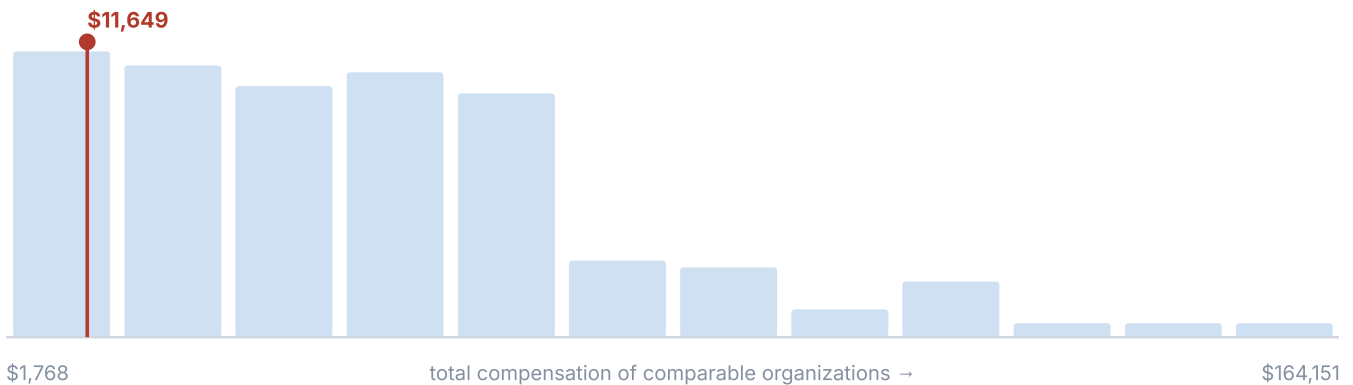
Benchmarked executive: Anton Flores — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q330).
BUDGET	Total revenue between \$219,444 and \$491,293 — 0.67x to 1.50x the subject's \$327,529 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

228 organizations qualified on sector, size, and geography → **228** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,010	\$21,637	\$40,162	\$61,252	\$87,750	\$11,649
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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 GA 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
Segner Ministries Inc	TX	\$327,437	Executive Dir.	\$50,595	\$48,890	2024
Future Generation International	SC	\$327,203	Found	\$4,250	\$4,283	2024
Mission House Partners International Inc	GA	\$328,385	Executive Director	\$33,500	\$33,500	2023
World Of Difference Inc	UT	\$328,540	Director	\$100,000	\$98,869	2024
Develop Sustainability	OR	\$326,257	Director	\$46,800	\$43,224	2023
Give Hope 2 Kids	MN	\$326,129	President & Ceo	\$22,815	\$22,421	2023
Faith Hope And Charity Inc	CA	\$329,606	Secretary/treasurer	\$25,200	\$21,642	2023
30 Hearts	OH	\$329,668	Chair	\$61,992	\$65,301	2023
Bread Of Hope Inc	GA	\$330,360	Director	\$77,000	\$74,791	2024
Could You	NY	\$324,148	Ceo	\$71,000	\$61,977	2024
Helping Oppressed People Everywhere	TX	\$323,194	Director	\$57,313	\$57,018	2023
Bridges Of Hope International	CA	\$332,038	President	\$112,857	\$96,921	2023
Leaving A Positive Legacy Inc	FL	\$322,984	Executive Director (Former)	\$65,300	\$61,010	2023
Airline Ambassadors International Inc	NY	\$322,945	Vice Chairman, Secretary	\$15,000	\$13,094	2024
Guatemala Deaf Ministries	CA	\$321,509	Vice President	\$32,875	\$27,423	2024
Hope Filled Hearts 4 Africa Inc	CA	\$318,590	President	\$12,000	\$10,010	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Deep Time Journey Network	NJ	\$318,272	President	\$65,000	\$56,062	2024
Beyond The Orphanage Foundation Inc	VT	\$316,581	Chief Executive Officer	\$29,621	\$28,801	2024
Medreach Inc	AL	\$316,399	Sec/treasure	\$2,203	\$2,367	2023
She Is More Than Inc	FL	\$315,034	Executive Director	\$40,354	\$37,703	2023
Food For His Children Inc	MN	\$340,145	Board Chair And Treasurer	\$50,000	\$49,136	2023
Pamoza International	PA	\$340,461	Executive Director	\$35,150	\$33,862	2024
Adopt A Family Foundation	CA	\$314,408	Ceo/chair	\$6,000	\$5,005	2024
Ends Of The Earth Ministries Inc	TX	\$340,799	Board Member/sec/treas	\$77,500	\$74,890	2024
Pour International Incorporated	GA	\$342,008	Director Treasurer	\$57,600	\$55,947	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA cost of living and 2023 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 GA 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 228 organizations. Compensation range \$1,768–\$164,151; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$327,529); for reference, expenses \$284,289 and assets \$384,285.

ROLE MATCH Anton Flores, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this 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 8 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	13 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	13 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 (Anton Flores) 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 228 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,649 is reasonable (approximately the 13th 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.