

Valley Community Interpreters

Executive Director / CEO

EIN 830803167
 NM · NTEE P20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Cecilia Portal, Executive Director / CEO** (\$114,526) against **every comparable organization** that fit the selection criteria — **649** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

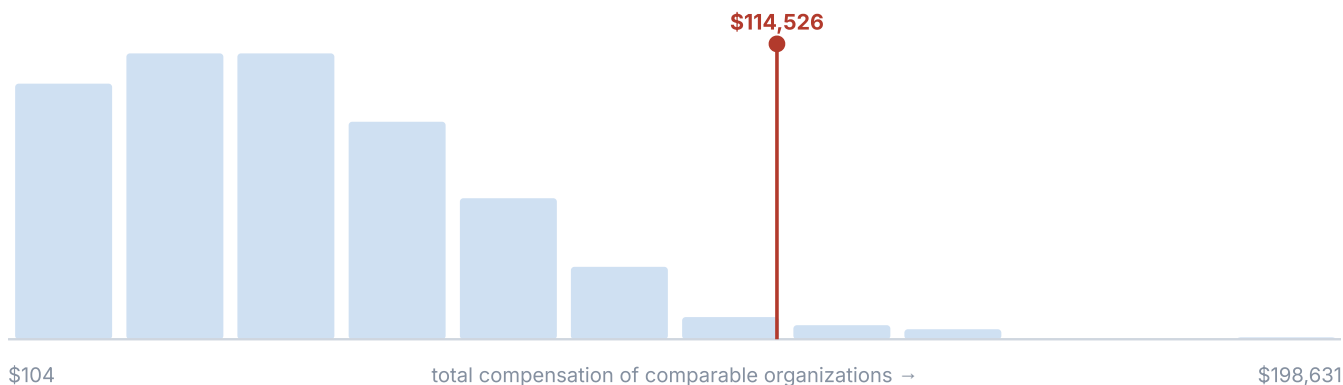
Benchmarked executive: Cecilia Portal — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$123,522 and \$276,543 — 0.67x to 1.50x the subject's \$184,362 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

649 organizations qualified on sector, size, and geography → **649** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,432	\$21,970	\$39,798	\$61,819	\$81,173	\$114,526
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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 NM 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
El Emet Inc	CA	\$184,498	Cfo	\$39,000	\$31,311	2024
Testicular Cancer Foundation	TX	\$184,198	Ceo	\$23,000	\$21,391	2024
Lessons For Life Inc	AR	\$184,556	Executive Director	\$109,592	\$114,533	2024
311 Ministries	TX	\$184,586	Executive Director	\$64,160	\$61,434	2023
All In Ministries	MN	\$184,039	Chairman/president	\$103,907	\$98,279	2023
Fusion You Inc	AZ	\$185,139	President/di	\$18,338	\$16,882	2023
Mama Nyumba	MO	\$183,513	President & Ceo	\$19,685	\$19,957	2023
Kindred Spirits Care Farm	CA	\$183,337	Executive Director	\$10,000	\$8,028	2024
Ahead Inc	OH	\$185,500	Executive Director	\$61,478	\$60,540	2024
United Way Next	VA	\$185,689	President And Ceo	\$119,703	\$110,634	2023
Veteran Womens Enterprise Center	TX	\$185,752	Ceo/founder	\$30,000	\$28,725	2023
Practical Rep Payee Services Inc	MN	\$182,731	Vice President	\$132,000	\$121,268	2024
Eighth Muse Inc	LA	\$182,632	Director Of Finance	\$1,196	\$1,224	2024
Our Lady Of Perpetual Help Inc	MO	\$182,366	Director	\$6,240	\$6,326	2023
Cuyama Valley Family Resource Center	CA	\$186,476	Executive Director	\$45,630	\$37,716	2023
Crisis Clinic Of Thurston & Mason	WA	\$182,022	Executive Director	\$66,000	\$56,562	2023
Community Help Center Of Union City Inoh Inc	IN	\$181,926	Manager	\$34,471	\$33,798	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nest Mission	WA	\$187,316	Director	\$20,000	\$16,648	2024
Good Life Community Development	NE	\$187,349	Executive Di	\$57,557	\$57,557	2024
Belay Global Inc	OK	\$181,244	Program Director	\$28,809	\$29,494	2024
Arab Watch Coalition	VA	\$181,168	Co-executive Director	\$134,118	\$123,956	2023
African American Wellness Center For Children Families	CA	\$180,993	Ceodirector	\$28,464	\$22,852	2024
The Reach Initiative Inc	WV	\$180,808	Executive Director	\$82,534	\$83,085	2024
Freedom Fighters Of Georgia Inc	GA	\$188,009	President	\$42,800	\$40,012	2024
S Anon International Family Groups	TN	\$180,491	Executive Di	\$31,859	\$31,136	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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	649 organizations. Compensation range \$104–\$198,631; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$184,362); for reference, expenses \$228,040 and assets \$283,814.
ROLE MATCH	Cecilia Portal, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 11 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	98 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	94 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 (Cecilia Portal) 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 649 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$114,526 is reasonable (approximately the 98th 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.