

# Time Of Change

Executive Director / CEO

This analysis benchmarks the total compensation of **Aldo Romero, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

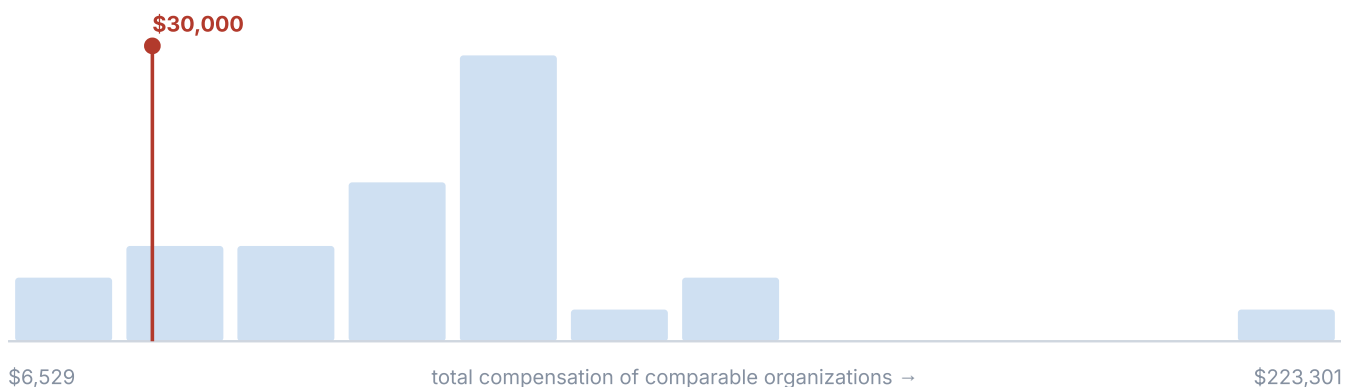
**Benchmarked executive:** Aldo Romero — reported title "DIRECTORPRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I70).
BUDGET	Total revenue between \$180,508 and \$404,122 — 0.67x to 1.50x the subject's \$269,415 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I70), nationwide + budget 0.67–1.5x revenue.

**26** organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$29,233	\$52,396	\$76,454	\$94,039	\$109,923	\$30,000
----------	----------	----------	----------	-----------	----------

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 12TH
------	------	--------	------	------	-----------------

\$30,000



## ■ 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 CA 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="#">Ceces Hope Center</a>	AZ	\$267,116	Pres/ceo	\$24,000	<b>\$28,248</b>	2023
<a href="#">The Ace Fiduciary Group A Non-profit</a>	CA	\$265,875	Executive Director & Corporate Secretary	\$59,265	<b>\$60,833</b>	2024
<a href="#">Goochland-powhatan Casa</a>	VA	\$274,505	Executive Director	\$66,000	<b>\$73,799</b>	2025
<a href="#">Court Appointed Special Advocates</a>	AL	\$283,833	Executive Director	\$54,298	<b>\$69,731</b>	2024
<a href="#">Casa Of West Central Illinois</a>	IL	\$290,129	Executive Director	\$61,849	<b>\$70,417</b>	2025
<a href="#">Stories Foundation</a>	MN	\$293,668	Executive Director	\$52,000	<b>\$62,882</b>	2023
<a href="#">Pedal The Pacific</a>	TX	\$244,736	Director	\$65,000	<b>\$79,574</b>	2023
<a href="#">Can Council Great Lakes Bay Region</a>	MI	\$241,557	President/ce	\$5,169	<b>\$6,529</b>	2023
<a href="#">East-central Court Appointed Specia</a>	SD	\$299,959	Executive Di	\$60,022	<b>\$81,069</b>	2023
<a href="#">Rock The Walls Foundation Inc</a>	FL	\$238,222	Executive Director	\$86,750	<b>\$99,735</b>	2023
<a href="#">Rutland County Child First</a>	VT	\$233,936	Executive Di	\$50,346	<b>\$60,238</b>	2024
<a href="#">Casa Of East Central Wisconsin</a>	WI	\$305,316	Director	\$76,951	<b>\$95,531</b>	2024
<a href="#">The Childrens Advocacy Center Of Cleveland County</a>	NC	\$232,013	Executive Director	\$68,289	<b>\$81,715</b>	2025
<a href="#">Northern California Tribal Court Coalition</a>	CA	\$309,849	Executive Director	\$77,069	<b>\$79,108</b>	2024
<a href="#">Soap Project</a>	OH	\$320,738	Executive Director & Found	\$24,000	<b>\$30,217</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">In Our Backyard</a>	OR	\$343,058	Executive Dir.	\$84,400	<b>\$93,170</b>	2024
<a href="#">Guardians Of Our Children Inc</a>	NY	\$189,936	Director	\$45,500	<b>\$48,874</b>	2024
<a href="#">Tennessee Voices For Victims</a>	TN	\$350,346	Secretary Co Founder	\$74,900	<b>\$96,353</b>	2023
<a href="#">Tyrrell-washington Partnership For Children Inc</a>	NC	\$353,668	Executive Director	\$74,595	<b>\$94,328</b>	2023
<a href="#">Restoring Ancestral Winds Inc</a>	UT	\$366,868	Executive Dir.	\$100,875	<b>\$126,351</b>	2023
<a href="#">Alliance For Freedom Restoration And</a>	TN	\$392,338	Cfo	\$11,000	<b>\$13,745</b>	2024
<a href="#">Rescuing Hope Inc</a>	GA	\$393,714	Executive Dir.	\$41,650	<b>\$49,782</b>	2024
<a href="#">Megan Montgomery Foundation To Prevent Domestic Violence Inc</a>	AL	\$395,455	Executive Director	\$24,846	<b>\$32,850</b>	2023
<a href="#">Stomp Out Bullying Corp</a>	NY	\$400,373	Ceo	\$207,885	<b>\$223,301</b>	2024
<a href="#">Casa Of The 5th Judicial Dist Inc</a>	AR	\$401,517	Executive Director	\$65,605	<b>\$85,400</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2025 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 CA 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** 26 organizations. Compensation range \$6,529–\$223,301; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$269,415); for reference, expenses \$261,092 and assets \$47,281.

ROLE MATCH	Aldo Romero, reported title " <i>DIRECTORPRESIDENT</i> ", 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	1 peer 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	12 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	19 <sup>th</sup>
Reportable pay only (column D), adjusted	12 <sup>th</sup>
All sources (D + E + F), adjusted	8 <sup>th</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 (Aldo Romero) 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 26 similarly situated organizations (Same NTEE sector (I70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 12<sup>th</sup> 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.