

# Women Photographers International Archive Inc

EIN 832565094

FL · NTEE A31

FY ending 2024-09-30

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Aldeide Delgado Puebla, Executive Director / CEO** (\$50,010) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46<sup>th</sup>** percentile of comparable organizations within the typical range

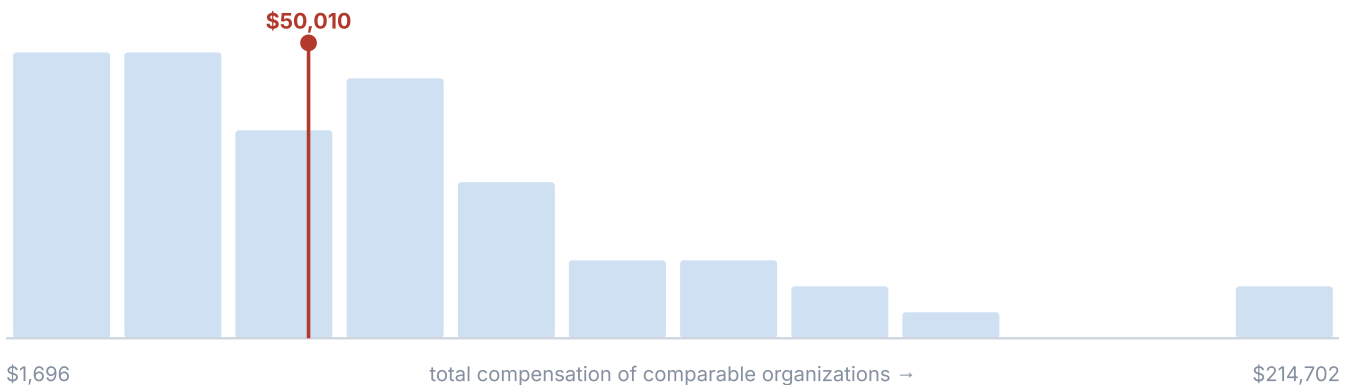
**Benchmarked executive:** Aldeide Delgado Puebla — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A31).
BUDGET	Total revenue between \$166,511 and \$372,787 — 0.67x to 1.50x the subject's \$248,525 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A31), nationwide + budget 0.67–1.5x revenue.

**57** organizations qualified on sector, size, and geography → **57** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$8,473</b> 10TH	<b>\$27,554</b> 25TH	<b>\$52,868</b> MEDIAN	<b>\$79,233</b> 75TH	<b>\$118,905</b> 90TH	<b>\$50,010</b> THIS ORG · 46TH
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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 FL 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="#">Myth Media</a>	OR	\$247,747	Executive Dir	\$28,182	<b>\$27,141</b>	2025
<a href="#">Make Your Mark Media Inc</a>	MD	\$251,060	Employee	\$125,700	<b>\$128,791</b>	2023
<a href="#">Cinema Tropical Inc</a>	NY	\$252,198	Dir/officer	\$89,000	<b>\$83,402</b>	2025
<a href="#">Screamfest Horror Film Festival</a>	CA	\$253,413	Co-director	\$41,600	<b>\$39,368</b>	2023
<a href="#">Hollywood In Pixels Inc</a>	CA	\$243,170	President/chair	\$8,300	<b>\$7,629</b>	2024
<a href="#">National Center For Jewish Film Inc</a>	MA	\$242,373	Co Director	\$95,000	<b>\$93,557</b>	2023
<a href="#">Eastland Fine Arts Association</a>	TX	\$254,741	Coo	\$53,247	<b>\$58,373</b>	2023
<a href="#">Clarity Educational Productions Inc</a>	CA	\$256,270	President	\$90,000	<b>\$85,170</b>	2023
<a href="#">Aurora Picture Show</a>	TX	\$258,263	Executive Director	\$49,650	<b>\$52,868</b>	2024
<a href="#">Monterey County Film Commission</a>	CA	\$238,200	Film Commissioner	\$92,898	<b>\$87,912</b>	2023
<a href="#">Capital City Film Festival</a>	MI	\$237,471	Executive Di	\$1,500	<b>\$1,696</b>	2023
<a href="#">Mirabel Pictures</a>	CA	\$262,326	President	\$56,000	<b>\$52,995</b>	2023
<a href="#">Reel Earth Films</a>	AZ	\$230,403	Executive Director	\$26,143	<b>\$27,554</b>	2023
<a href="#">Hasan History Arts And Science Action</a>	VA	\$227,178	Co-president	\$11,000	<b>\$11,640</b>	2023
<a href="#">Mezcla Media Collective Ltd</a>	IL	\$225,813	Executive Dir.	\$38,400	<b>\$40,186</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Appian Media Resources Inc</a>	IN	\$225,777	President/se	\$22,291	<b>\$25,762</b>	2023
<a href="#">Cinemama</a>	CA	\$273,475	President	\$7,380	<b>\$6,984</b>	2023
<a href="#">Houston Cinema Arts Society</a>	TX	\$274,179	Executive Director	\$92,943	<b>\$98,967</b>	2024
<a href="#">Filmmakers United</a>	CA	\$221,196	President	\$44,780	<b>\$41,161</b>	2024
<a href="#">Transgender Film Center Ltd</a>	KS	\$277,574	President/executive Director	\$11,500	<b>\$13,616</b>	2023
<a href="#">The Lighthouse International Film</a>	NY	\$216,662	Director	\$8,000	<b>\$7,695</b>	2024
<a href="#">San Francisco Independent Film Festival</a>	CA	\$216,359	Director	\$40,000	<b>\$36,767</b>	2024
<a href="#">Black Photographers Union</a>	CA	\$216,115	President	\$9,500	<b>\$8,991</b>	2023
<a href="#">Professional Development</a>	FL	\$281,728	President	\$136,576	<b>\$136,576</b>	2024
<a href="#">Witnessing History Education</a>	KY	\$281,798	Director	\$175,426	<b>\$206,552</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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** 57 organizations. Compensation range \$1,696–\$214,702; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$248,525); for reference, expenses \$200,860 and assets \$61,864.

**ROLE MATCH** Aldeide Delgado Puebla, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**OUTLIERS** 3 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	46 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	51 <sup>st</sup>
Reportable pay only (column D), adjusted	46 <sup>th</sup>
All sources (D + E + F), adjusted	46 <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 (Aldeide Delgado Puebla) 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 57 similarly situated organizations (Same NTEE sector (A31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,010 is reasonable (approximately the 46<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.