

Alpha Illinois Leadership Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Reverend Anibal J Vega, Executive Director / CEO** (\$80,500) against **every comparable organization** that fit the selection criteria — **216** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 81st percentile of comparable organizations

within the typical range

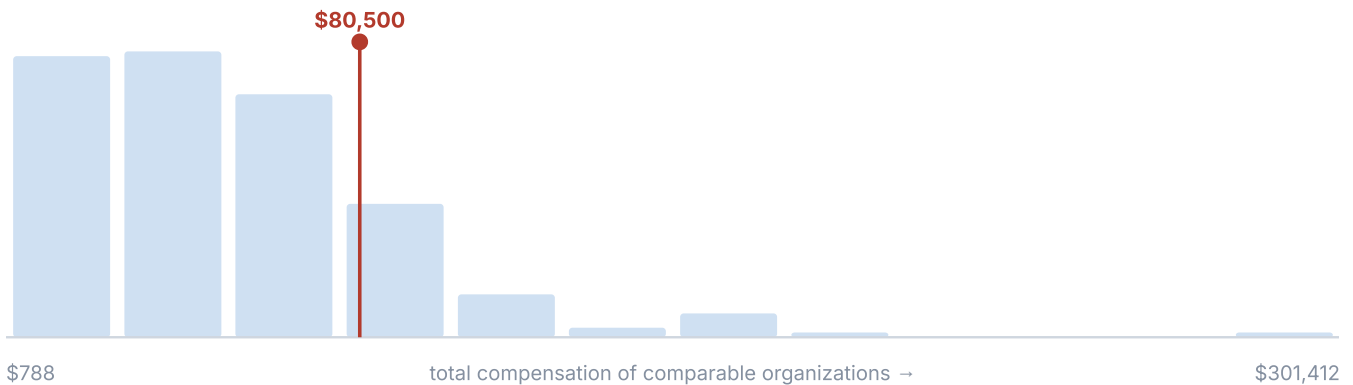
Benchmarked executive: Reverend Anibal J Vega — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$192,525 and \$431,028 — 0.67x to 1.50x the subject's \$287,352 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

216 organizations qualified on sector, size, and geography → **216** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,043	\$24,769	\$44,535	\$71,052	\$97,020	\$80,500
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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 IL 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
Family Promise Of Kandiyohi County	MN	\$287,343	Executive Director	\$56,194	\$56,480	2024
Social Venture Partners Boston Inc	MA	\$285,219	Chief Executive Officer	\$28,050	\$25,639	2024
Connected Hearts Ministry	SC	\$285,184	President	\$48,000	\$52,440	2023
Barkann Family Healing Hearts Foundation	PA	\$284,446	Executive Director	\$96,000	\$97,378	2024
Mamie's Poppy Plates	AR	\$284,006	Executive Di	\$49,700	\$56,825	2024
The Flagstone Initiative Inc	CA	\$283,828	Ceo	\$175,000	\$158,248	2023
Kerengende Foundation Nfp	IL	\$291,220	Executive Dir.	\$53,750	\$53,750	2024
Laurel Lake Retirement Community	OH	\$291,573	President	\$27,202	\$30,171	2023
Niles Community Services Inc	OH	\$283,085	Director	\$38,461	\$41,436	2024
Spring Arbor University Foundation	MI	\$291,790	President	\$24,951	\$26,196	2024
Odeh Inc	NY	\$282,013	President	\$14,683	\$13,496	2024
Yx Gives	TN	\$280,872	Vice Preside	\$10,000	\$10,692	2024
American Friends Of Keshet Inc	NY	\$295,027	President	\$86,400	\$79,414	2024
Peace For The Persecuted	CA	\$296,669	President	\$3,000	\$2,713	2023
San Luis Valley Health Foundation	CO	\$276,551	Ceo	\$35,491	\$34,616	2024
Hope Outreach Center Inc	FL	\$276,285	Executive Di	\$65,762	\$62,839	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
His Love Extended	FL	\$276,114	President	\$120,000	\$118,053	2023
Toy Box Connection Nfp	IL	\$299,057	President & Exec. Director	\$147,000	\$143,211	2025
Generations For Peace Inc	TN	\$299,192	Executive Dir.	\$156,371	\$167,190	2024
Studentsfirst New York Institute Inc	NY	\$300,000	Executive Director	\$43,000	\$39,523	2024
Unity Healthcare Foundation	IA	\$274,033	Exec Director	\$44,087	\$49,101	2024
Supporters Of Civil Society Inc	MO	\$300,893	Treasurer	\$17,003	\$18,318	2024
Admin Hub	CA	\$273,229	President/ceo	\$72,996	\$66,008	2023
Thatcher Family Fund	OH	\$302,002	Treasurer	\$42,109	\$46,706	2023
American Society Of Retina	IL	\$272,520	Executive Vice President	\$61,263	\$63,073	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	216 organizations. Compensation range \$788–\$301,412; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$287,352); for reference, expenses \$215,679 and assets \$72,023.
ROLE MATCH	Reverend Anibal J Vega, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	50 peers 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	81 st
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	73 rd

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 (Reverend Anibal J Vega) 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 216 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,500 is reasonable (approximately the 81st 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.