

The City Of Socorro Community Initiative

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Stephanie Schilling, Executive Director / CEO** (\$69,894) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

Benchmarked executive: Stephanie Schilling — 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 (A80).

BUDGET Total revenue between \$15,840 and \$35,463 — 0.67x to 1.50x the subject's \$23,642 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

50 organizations qualified on sector, size, and geography

→ **50** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,062	\$4,662	\$13,173	\$38,579	\$76,136	\$69,894
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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 TX 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
Us-china Language & Culturefoundation	CA	\$23,580	President	\$580	\$486	2024
Whitney Plantation Museum	LA	\$23,809	Executive Director	\$12,252	\$13,487	2023
Claude Heater Foundation	CA	\$23,205	Ceodirector	\$70,000	\$60,426	2023
Sfte Inc	NM	\$22,897	Presidentdirector	\$13,670	\$14,277	2024
Maryland Cultural And Conference Center	MD	\$24,406	Executive Director, Board	\$6,920	\$6,468	2023
The Time In Childrens Arts Initiative Inc	NY	\$24,497	Secretaryexec Director	\$33,575	\$29,460	2024
Wayne County Historical Society	IL	\$22,599	Director / Curator	\$4,830	\$4,610	2024
Foundation For The Long Beach Symphony	CA	\$24,839	Vice President Of Finance	\$11,531	\$9,954	2023
Duquesne Club Charitable Foundation	PA	\$24,842	Secretary	\$5,585	\$5,269	2025
The Buddhayana Foundation Inc	MA	\$22,435	Treasurer	\$24,000	\$20,941	2024
The Confectionery Foundation	DC	\$24,900	Nca Staff	\$31,807	\$27,102	2024
Twoculturesunited Inc	CA	\$25,000	President	\$3,650	\$3,151	2023
Strategic Air & Space Museum Foundation	NE	\$22,156	President/ceo	\$13,500	\$14,515	2023
Carmel Mission Foundation Inc	CA	\$22,133	Executive Dir.	\$56,623	\$48,879	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Contact Collaborations Inc	VT	\$22,079	President	\$12,250	\$12,326	2023
The Mcghee Foundation	VA	\$25,512	Secytreas	\$81,000	\$75,941	2024
Automata Arts	CA	\$26,116	Vice-presiden	\$3,272	\$2,673	2025
The New York City Police Museum	NY	\$21,135	Executive D	\$21,540	\$18,900	2024
Stephen J Ponzillo Jr Memorial Library	MD	\$20,728	Grand Secretary	\$9,099	\$8,504	2023
Janusz Korczak Polish Language	RI	\$26,608	President	\$1,880	\$1,750	2024
Enrichment Through The Arts Inc	NY	\$26,646	Executive Director	\$5,000	\$4,517	2023
Brooklyn Seltzer Museum Inc	NY	\$27,011	Trustee	\$1,000	\$877	2024
Network Of Ensemble Theaters Inc	OR	\$20,205	Executive Dir.	\$83,898	\$77,888	2023
Theatre Bam	IL	\$27,385	President	\$10,477	\$10,297	2023
Transcultural Exchange	MA	\$27,464	Executive Director And President	\$33,000	\$28,794	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 **50** organizations. Compensation range \$181–\$315,505; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$23,642); for reference, expenses \$123,278 and assets \$647,184. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Stephanie Schilling, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	86 th
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	70 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 (Stephanie Schilling) 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 50 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,894 is reasonable (approximately the 86th 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.