

This analysis benchmarks the total compensation of **Alicia Contreras, Executive Director / CEO** (\$111,024) against **every comparable organization** that fit the selection criteria — **416** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77<sup>th</sup>** percentile of comparable organizations within the typical range

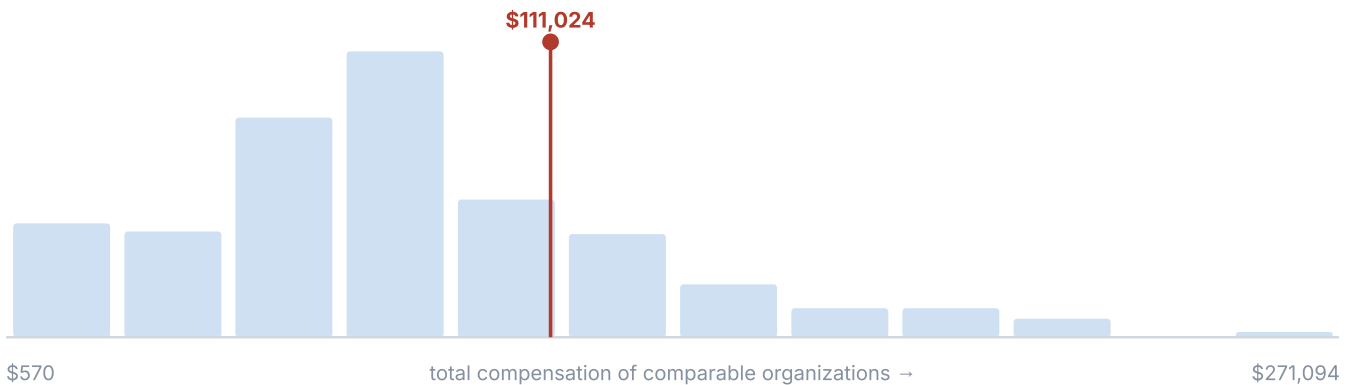
**Benchmarked executive:** Alicia Contreras — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R22).
BUDGET	Total revenue between \$333,657 and \$746,994 — 0.67x to 1.50x the subject's \$497,996 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

**416** organizations qualified on sector, size, and geography → **416** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,849	\$52,740	\$76,540	\$107,383	\$144,628	<b>\$111,024</b>
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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 AZ 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="#">Skylight Engagement Inc</a>	NY	\$497,627	Executive Dir.	\$82,225	<b>\$75,041</b>	2024
<a href="#">Casa Of The Continental Divide</a>	CO	\$499,289	Co-ex Direct	\$78,188	<b>\$75,720</b>	2024
<a href="#">Disability Advocacy Center</a>	NC	\$496,577	Exec Director	\$75,000	<b>\$76,249</b>	2025
<a href="#">The Philonise And Keeta</a>	TX	\$500,000	Executive Dir.	\$98,000	<b>\$99,007</b>	2024
<a href="#">Clean Slate Now Inc</a>	FL	\$500,000	Director & Ceo	\$33,995	<b>\$32,254</b>	2024
<a href="#">Show Me Integrity Education Fund</a>	MO	\$500,140	Chief Executive Officer	\$92,908	<b>\$102,320</b>	2023
<a href="#">American Freedom Alliance</a>	CA	\$500,318	President	\$74,100	<b>\$64,623</b>	2024
<a href="#">Epic-africa Foundation</a>	DE	\$495,046	Co-founder/ceo	\$49,699	<b>\$50,600</b>	2023
<a href="#">See Forward Fund Inc</a>	MA	\$495,036	President And Director	\$24,780	<b>\$22,490</b>	2024
<a href="#">Greater Hartford Legal Aid Foundation</a>	CT	\$501,777	Ex Officio - Ghla Ed	\$45,028	<b>\$42,639</b>	2024
<a href="#">Let's Grow Kids Action Network</a>	VT	\$501,907	Chair	\$5,682	<b>\$5,776</b>	2024
<a href="#">Election Watch Inc</a>	WI	\$494,049	President	\$120,000	<b>\$130,311</b>	2023
<a href="#">Somos Familia Valle</a>	CA	\$493,984	President	\$44,000	<b>\$39,506</b>	2023
<a href="#">Institute For Sound Public Policy</a>	DC	\$493,480	Executive Di	\$129,480	<b>\$114,755</b>	2024
<a href="#">League Of Women Voters Of New Jersey</a>	NJ	\$502,550	Executive Director	\$12,066	<b>\$10,881</b>	2024
<a href="#">Missouri Right To Life Education Fund</a>	MO	\$504,922	Executive Director	\$12,874	<b>\$13,772</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Human &amp; Civil Rights Organizations</a>	MA	\$505,816	Executive Di	\$84,750	<b>\$76,917</b>	2024
<a href="#">Future Perfect Project Inc</a>	NY	\$489,860	President	\$58,650	<b>\$53,526</b>	2024
<a href="#">Casa Of Southeast Mississippi Inc</a>	MS	\$506,199	Executive Director	\$72,500	<b>\$83,960</b>	2023
<a href="#">Spread The Vote Inc</a>	CA	\$506,259	Executive Dir.	\$141,935	<b>\$123,783</b>	2024
<a href="#">True Texas Project Inc</a>	TX	\$506,308	Ceo	\$37,500	<b>\$37,885</b>	2024
<a href="#">Youth Outright Wnc Inc</a>	NC	\$489,293	Coexecutive	\$58,293	<b>\$60,833</b>	2024
<a href="#">Wyoming Civic Engagement Network</a>	WY	\$507,735	Exec Dir (Fo	\$54,933	<b>\$59,410</b>	2024
<a href="#">Denver Metro Fair Housing Center</a>	CO	\$507,805	Executive Di	\$76,480	<b>\$74,066</b>	2024
<a href="#">Multicultural Coalition</a>	NE	\$508,132	Exec Direct	\$72,307	<b>\$78,546</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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** 416 organizations. Compensation range \$570–\$271,094; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$497,996); for reference, expenses \$703,816 and assets \$546,892. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Alicia Contreras, reported title "*Executive Director*", 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** 12 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	77 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	77 <sup>th</sup>
Reportable pay only (column D), adjusted	76 <sup>th</sup>
All sources (D + E + F), adjusted	70 <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 (Alicia Contreras) 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 416 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$111,024 is reasonable (approximately the 77<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.