

Multicultural Coalition Inc

Executive Director / CEO

EIN 873466580

WI · NTEE S21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Cruz, Executive Director / CEO** (\$67,476) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41st** percentile of comparable organizations

within the typical range

Benchmarked executive: Lisa Cruz — 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 (S21).

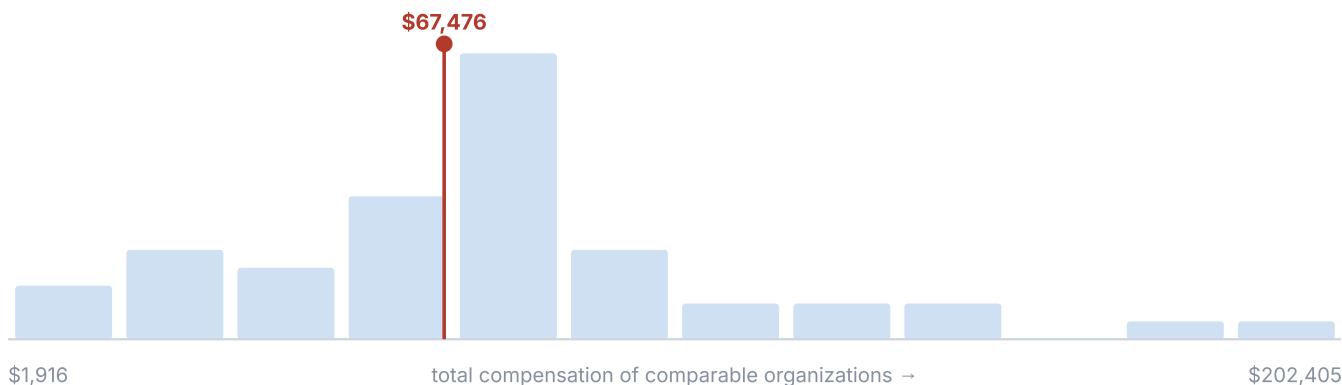
BUDGET Total revenue between \$304,030 and \$680,665 — 0.67x to 1.50x the subject's \$453,777 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S21), nationwide + budget 0.67–1.5x revenue.

49 organizations qualified on sector, size, and geography

→ **49** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,126

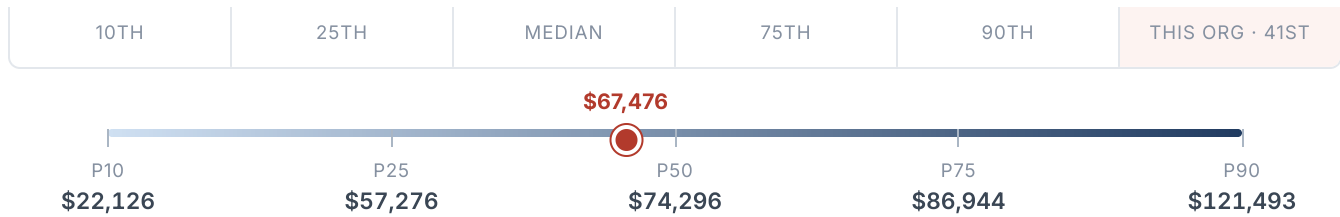
\$57,276

\$74,296

\$86,944

\$121,493

\$67,476



■ 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 WI 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
Vietnamese American Roundtable	CA	\$450,387	Executive Director	\$98,654	\$81,569	2024
Palm Beach County League Of Cities	FL	\$458,020	Executive Di	\$155,264	\$139,663	2024
Center For Rural Outreach And	PA	\$449,354	Executive Di	\$80,000	\$76,390	2024
People Organized For Westside Renewal	CA	\$467,982	Exec Director	\$87,229	\$74,253	2023
Naa Kaani Native Program	WA	\$469,335	Executive Director	\$48,954	\$43,207	2023
Scranton Tomorrow	PA	\$437,776	President And Ceo	\$79,061	\$75,493	2024
Concerned Citizens Of South Central Los Angeles	CA	\$475,886	Exec Dir/bd Treasurer	\$110,000	\$90,950	2024
Longfellow Community Council	MN	\$491,595	Executive Director	\$41,392	\$39,163	2024
Community Compassion Outreach	CO	\$413,661	Executive Dir.	\$108,200	\$99,343	2024
Charleston Area Justice Ministry	SC	\$497,948	Co-lead Organizer	\$82,006	\$84,337	2023
Guardianship Services Of Saginaw	MI	\$504,390	Executive Di	\$72,136	\$73,400	2023
Pikes Peak Outdoor Recreation Alliance	CO	\$402,621	Executive Director	\$62,141	\$58,739	2023
Frogtown Neighborhood Association	MN	\$398,273	Co-executive Director	\$78,525	\$74,296	2024
Congregation Organized For A New Ct	CT	\$511,904	Lead Organizer	\$122,000	\$109,529	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Together Colorado	CO	\$512,105	Executive Di	\$131,686	\$120,907	2024
Gedakina Inc	VT	\$386,304	President, E	\$93,866	\$90,465	2024
Healthy Ferry County Coalition	WA	\$523,649	President & Treasurer	\$75,000	\$64,296	2024
Innovative Behavioral Services Inc	MS	\$524,145	Ceo	\$100,648	\$107,335	2024
Leadership Medina County	OH	\$381,116	Executive Director	\$78,401	\$77,462	2025
Greater Lima Region Inc	OH	\$534,657	Executive Director	\$82,041	\$83,203	2024
Pinnacle Community Development Corp	NC	\$536,487	Executive Di	\$198,710	\$202,405	2023
Neighborhood Preservation Coalition	NY	\$366,005	Executive Di	\$93,012	\$80,478	2024
Okanogan County Community Coalition	WA	\$364,412	Executive Dir	\$64,895	\$57,276	2023
New Haven Rising Inc	CT	\$364,117	Secretary/director	\$104,206	\$93,554	2024
Osborn Neighborhood Alliance	MI	\$548,960	Executive Director	\$74,706	\$76,015	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 **49** organizations. Compensation range \$1,916–\$202,405; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$453,777); for reference, expenses \$449,067 and assets \$65,774.
ROLE MATCH	Lisa Cruz, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	41 st
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	37 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 (Lisa Cruz) 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 49 similarly situated organizations (Same NTEE sector (S21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,476 is reasonable (approximately the 41st 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.