PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Peer Voices United

Executive Director / CEO

EIN **873791488**
CA · NTEE S01
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Orlando A Vera, Executive Director / CEO** ($101,764) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 72nd percentile of comparable organizations

within the typical range

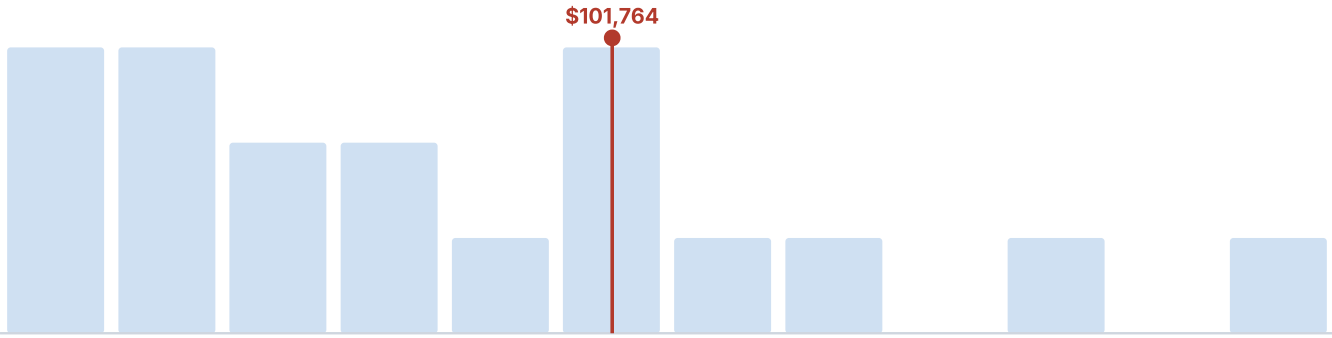
> **Benchmarked executive:** Orlando A Vera — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S01).
BUDGET	Total revenue between $288,144 and $645,099 — 0.67× to 1.50× the subject's $430,066 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S01), nationwide + budget 0.67–1.5× revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



$2,317 — total compensation of comparable organizations → — $219,032

$14,058	$29,839	$64,025	$104,963	$143,290	$101,764

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 CA 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
The Neighborhood Network Alliance	IL	$425,227	Executive Dir.	$110,043	**$128,987**	2023
Socorro County Options Prevention	NM	$422,804	Coordinator/	$40,740	**$50,745**	2024
Aapi Women Lead	CA	$438,369	Executive Dir.	$176,663	**$176,663**	2024
Builders Of Color Coalition	MA	$439,464	Executive Director	$86,417	**$89,931**	2024
Both Sides Of The Conversation	CA	$446,139	Executive Dir.	$51,000	**$52,506**	2023
Pennsylvania State Association Of	PA	$384,303	Pres. 10/23-	$3,000	**$3,465**	2024
Realtors Political Action Committee Ii	MI	$489,038	Treasurer/secretary	$79,655	**$95,214**	2024
Friends Of Lafitte Corridor Inc	LA	$370,942	Executive Dir.	$95,135	**$121,316**	2024
Ruby M Sisson Memorial Library	CO	$360,662	Executive Di	$52,655	**$58,471**	2024
San Francisco Transit Riders	CA	$356,416	Executive Director	$18,598	**$18,598**	2024
Anti-violence Coalition Of Hudson County	NJ	$514,496	Executive Director	$91,620	**$97,531**	2023
Bienvenido In Action	TX	$345,101	President	$2,000	**$2,317**	2024
Maine Jobs Council	ME	$328,750	Chairman/treasurer	$60,000	**$69,578**	2024
Citizens For A Sustainable Future	FL	$536,840	Executive Dir.	$27,211	**$29,603**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Exhibitions & Conferences Alliance Inc	NY	$549,566	Vp Exhibitions & Conferences Alliance	$203,301	**$219,032**	2023
Coalition Of African Communities - Philadelphia Africom	PA	$302,432	Director Of Programs	$26,451	**$30,548**	2024
Colorado Changemakers Collective	CO	$596,956	Executive Director	$96,753	**$107,440**	2024
Care Action Now Incorporated	DC	$641,744	President	$25,258	**$25,007**	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	**18** organizations. Compensation range $2,317–$219,032; filing years 2023–2025.
SIZE BASIS	Matched on total revenue ($430,066); for reference, expenses $520,167 and assets $255,798.
ROLE MATCH	Orlando A Vera, reported title *"CEO"*, 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	1 peer 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	**72nd**
Total compensation (D + F), as reported (no adjustments)	**83rd**
Reportable pay only (column D), adjusted	**72nd**
All sources (D + E + F), adjusted	**61st**

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 (Orlando A Vera) 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 18 similarly situated organizations (Same NTEE sector (S01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $101,764 is reasonable (approximately the 72nd 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.