

Comunidades Enraizadas Community Land Trust Inc

Executive Director / CEO

EIN 874067972
 MA · NTEE S20
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Caroline Ellenbird, Executive Director / CEO** (\$84,468) against **every comparable organization** that fit the selection criteria — **330** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

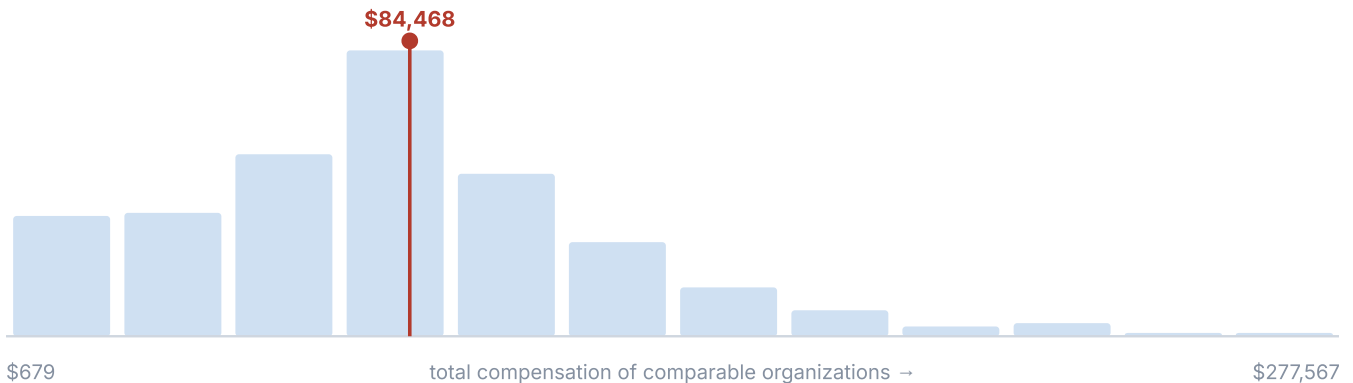
Benchmarked executive: Caroline Ellenbird — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$317,239 and \$710,238 — 0.67x to 1.50x the subject's \$473,492 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

330 organizations qualified on sector, size, and geography → **330** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,574 10TH	\$51,425 25TH	\$78,018 MEDIAN	\$102,588 75TH	\$137,838 90TH	\$84,468 THIS ORG · 57TH
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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 MA 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
Limitless Community Development	SC	\$477,269	Executive Di	\$59,216	\$68,746	2024
Rich Restoring Inner City Hope Inc	MD	\$477,815	Executive Director	\$125,000	\$130,048	2024
Flipp Inc	VA	\$478,201	Ceo & Exec Dir.	\$63,846	\$68,601	2024
Main Street Union City Inc	TN	\$478,645	Director	\$42,769	\$48,739	2025
Family First Center Of Lake County	IL	\$466,631	Executive Dir.	\$84,285	\$94,935	2023
Teachers Supporting Teachers	IL	\$465,984	Executive Director	\$125,189	\$136,961	2024
Mobilisation Lab Collective Inc	NY	\$465,600	Officer	\$23,071	\$23,884	2023
Community Action Of Nebraska Inc	NE	\$481,533	Executive Director	\$89,719	\$107,385	2024
Downtown Ontario Improvement Association	CA	\$481,784	Executive Director	\$94,516	\$90,823	2024
Castle Hill District Management Association Inc	NY	\$465,000	Executive Director	\$34,094	\$34,284	2024
Mt Airy Community Services Corp	PA	\$464,584	President	\$45,000	\$51,413	2023
Hbcu Cares	AL	\$463,977	Part-year Executive Director	\$59,500	\$71,532	2024
Pitkin Avenue District Management Association Inc	NY	\$484,644	Executive Director	\$127,097	\$127,806	2024
Community Chest Of Knox Co Inc	TN	\$461,949	President	\$6,000	\$7,018	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Manchester Citizens Corporation	PA	\$485,051	Executive Director	\$70,000	\$79,977	2023
Community Health And Empowerment Through Education And Research Inc	MD	\$485,291	Executive Director	\$19,260	\$20,630	2023
Neighborhood Engagement Hub	MI	\$460,324	Executive Director	\$77,599	\$89,132	2024
Inspired Foundation Inc	MI	\$487,263	President	\$30,550	\$35,090	2024
Riverfront Plaza Garage Management	NJ	\$459,223	President	\$33,427	\$34,193	2023
100 Black Men Greater Mobile Inc	AL	\$458,808	Executive Director	\$50,995	\$61,307	2024
J Jireh Development Corp	OH	\$489,023	Executive Di	\$30,000	\$35,359	2024
Conway Downtown Alive Inc	SC	\$457,137	Executive Director	\$73,363	\$85,170	2024
Wellfleet Preservation Hall Inc	MA	\$456,639	Executive Di	\$92,000	\$92,000	2024
San Ysidro Improvement Corporation	CA	\$456,534	Executive Director	\$115,074	\$113,844	2023
The 516 Project Inc	VA	\$456,330	President	\$76,650	\$82,359	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 **330** organizations. Compensation range \$679–\$277,567; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$473,492); for reference, expenses \$349,407 and assets \$296,590.
ROLE MATCH	Caroline Ellenbird, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	57 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	50 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 (Caroline Ellenbird) 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 330 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,468 is reasonable (approximately the 57th 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.