

Mi Chiantla

Executive Director / CEO

This analysis benchmarks the total compensation of **Carlos Mejia Rodriguez, Executive Director / CEO** (\$83,736) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

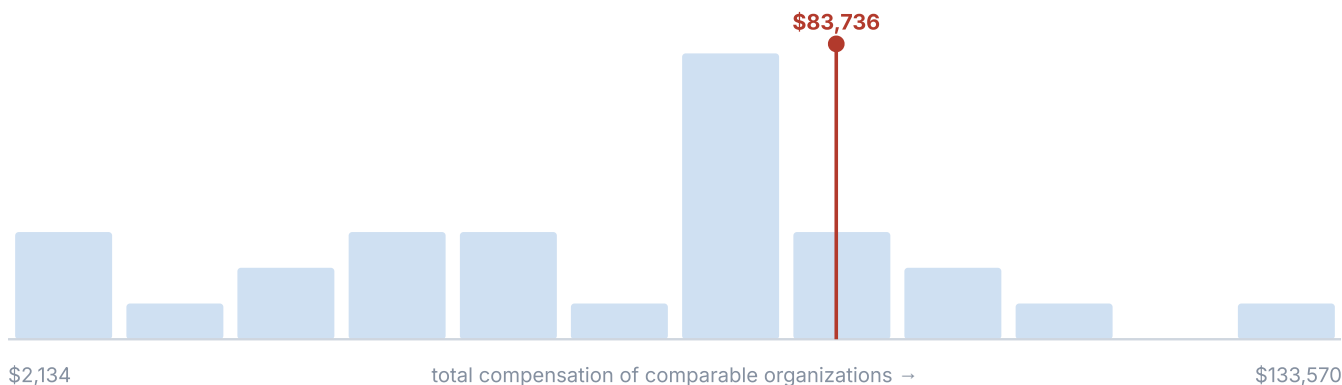
Benchmarked executive: Carlos Mejia Rodriguez — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F21).
BUDGET	Total revenue between \$128,171 and \$286,951 — 0.67x to 1.50x the subject's \$191,301 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F21), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,926	\$40,361	\$67,962	\$75,924	\$92,872	\$83,736
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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 WA 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
Portland Area Intergroup Inc	OR	\$186,364	Office Manager	\$68,000	\$68,509	2024
Community Living Above	OR	\$201,413	Board Director And Executive Director	\$73,481	\$74,032	2024
Oasis Recovery Community	GA	\$202,208	Secretary/tr	\$18,200	\$22,981	2021
Birdielight	OH	\$203,383	Co-founder	\$22,769	\$26,936	2023
Hillsborough County Anti-drug Alliance Inc	FL	\$177,178	Ceo	\$66,734	\$68,013	2024
Suffit Inc	LA	\$175,539	President	\$1,899	\$2,269	2024
National Woman's Christian Temperance	IL	\$169,019	President	\$2,000	\$2,134	2024
Cwc Alliance Inc	GA	\$214,173	Coo	\$43,895	\$47,883	2024
Peer Coalition Inc	NY	\$215,000	Director	\$65,875	\$64,580	2024
Road Radio Usa Inc	PA	\$162,818	President	\$72,000	\$80,197	2023
Ben's Friends	SC	\$224,219	Vice President	\$75,000	\$87,393	2023
Campbell County Drug Free Alliance	KY	\$225,002	Executive Director	\$81,927	\$98,312	2023
Pickaway Addiction Action Coalition	OH	\$226,884	Coalition Administrator	\$31,200	\$35,851	2024
Standing Together On Meth	TX	\$151,756	Research & D	\$38,576	\$41,864	2024
Broward County Intergroup Inc	FL	\$233,902	Executive Dir.	\$66,634	\$67,911	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Boone County Prevention &	IA	\$234,876	Executive Dir.	\$57,132	\$69,871	2023
Denver Area Central Committee A A	CO	\$143,824	Office Manager	\$66,080	\$70,772	2023
Broken Chains	NC	\$143,611	Treasurer/coo	\$38,450	\$43,102	2024
Wswa Educational Foundation Inc	DC	\$240,275	Secretary	\$83,620	\$81,960	2023
Cmc Initiative Inc	GA	\$248,403	Executive Dir.	\$83,000	\$90,540	2024
Not My Child Inc	MD	\$134,101	Executive Di	\$52,000	\$54,300	2023
The Courage To Speak Foundation Inc	CT	\$130,213	Ceo & Founder	\$52,000	\$54,457	2023
Angels At Risk	CA	\$259,116	President	\$138,490	\$133,570	2023
Educational Alternatives	OK	\$259,532	Executive Director	\$86,056	\$102,803	2024
Lifeline-connect Inc	IL	\$268,033	Exec Dir	\$12,000	\$12,799	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 28 organizations. Compensation range \$2,134–\$133,570; filing years 2021–2024.

SIZE BASIS Matched on total revenue (\$191,301); for reference, expenses \$191,301 and assets \$0.

ROLE MATCH Carlos Mejia Rodriguez, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer 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	82 nd
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	79 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 (Carlos Mejia Rodriguez) 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 28 similarly situated organizations (Same NTEE sector (F21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,736 is reasonable (approximately the 82nd 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.