

# Amistad Y Resolana

Executive Director / CEO

This analysis benchmarks the total compensation of **Alejandro Rivera, Executive Director / CEO** (\$32,500) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

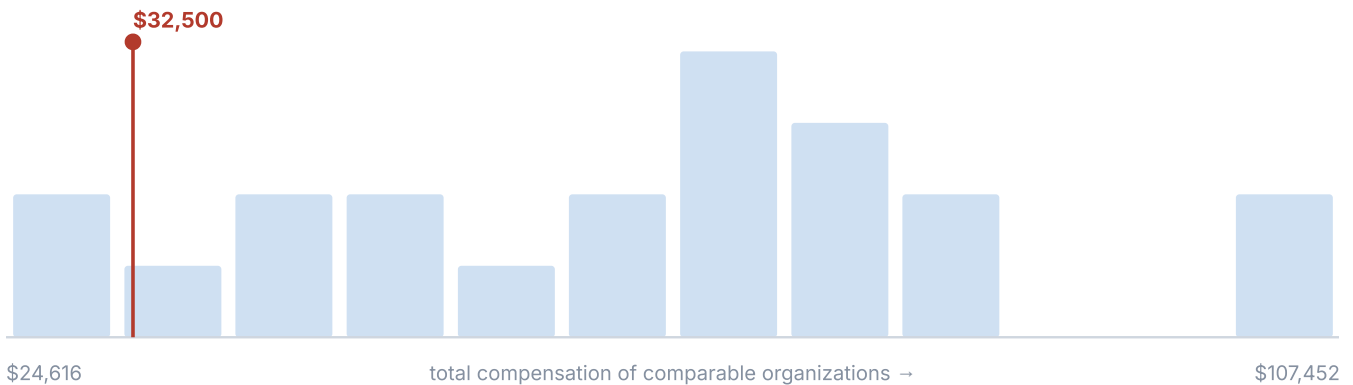
**Benchmarked executive:** Alejandro Rivera — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F50).
BUDGET	Total revenue between \$227,206 and \$508,671 — 0.67x to 1.50x the subject's \$339,114 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F50), nationwide + budget 0.67–1.5x revenue.

**21** organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$33,667	\$48,048	\$66,582	\$75,610	\$85,219	\$32,500
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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 NM 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="#">The Gino Macchio Foundation Inc</a>	NY	\$342,811	Executive Director	\$89,996	<b>\$75,610</b>	2024
<a href="#">Addiction Education Society Inc</a>	CA	\$355,982	Executive Di	\$130,000	<b>\$107,452</b>	2023
<a href="#">His Joshua House</a>	TX	\$317,504	Executive Di	\$36,200	<b>\$33,667</b>	2024
<a href="#">Applied Prevention Science</a>	OH	\$366,492	Treasurer	\$78,250	<b>\$79,332</b>	2023
<a href="#">Pureheart Ministries</a>	OR	\$293,530	Director	\$98,700	<b>\$85,219</b>	2024
<a href="#">Dynamic Recovery</a>	MT	\$292,950	Executive Di	\$69,350	<b>\$69,504</b>	2024
<a href="#">Bee Cave Recovery</a>	TX	\$292,182	Executive Di	\$65,624	<b>\$61,033</b>	2024
<a href="#">Cross Roads Recovery Ministries</a>	GA	\$403,494	President	\$70,602	<b>\$66,002</b>	2024
<a href="#">Live Free Ministries</a>	NJ	\$412,147	Ceo Executive Director	\$84,522	<b>\$70,163</b>	2024
<a href="#">Mission Heart Inc</a>	LA	\$417,288	President & Ceo	\$29,111	<b>\$29,803</b>	2024
<a href="#">First Contact</a>	NC	\$417,885	Executive Di	\$56,614	<b>\$54,388</b>	2024
<a href="#">Larry Labonte Recovery Center</a>	ME	\$242,710	Executive Director	\$26,440	<b>\$24,616</b>	2024
<a href="#">Prodigals International</a>	WA	\$438,739	Vice President	\$90,000	<b>\$74,917</b>	2024
<a href="#">Living Amends</a>	TX	\$234,716	Executive Director	\$54,211	<b>\$50,418</b>	2024
<a href="#">Voices Of Problem Gambling Recovery</a>	OR	\$234,408	Executive Di	\$92,693	<b>\$80,033</b>	2024
<a href="#">Christian Clubhouse Ministries Inc</a>	FL	\$231,161	President	\$55,011	<b>\$48,048</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Theres Still Hope</a>	FL	\$229,616	Ceo	\$76,231	<b>\$66,582</b>	2024
<a href="#">Zoe Freedom Center</a>	VA	\$458,845	Ceo	\$75,000	<b>\$67,329</b>	2024
<a href="#">The Healing House</a>	MO	\$461,807	Executive Di	\$40,746	<b>\$40,125</b>	2024
<a href="#">Young Leadership Addiction Awareness Inc</a>	CT	\$462,056	Ceo And Secretary	\$120,000	<b>\$104,609</b>	2024
<a href="#">Equalsrq Inc</a>	FL	\$497,410	Executive Director	\$45,958	<b>\$39,106</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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** 21 organizations. Compensation range \$24,616–\$107,452; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$339,114); for reference, expenses \$345,691 and assets \$0.

**ROLE MATCH** Alejandro Rivera, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	10 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	10 <sup>th</sup>
Reportable pay only (column D), adjusted	14 <sup>th</sup>
All sources (D + E + F), adjusted	10 <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

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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 (Alejandro Rivera) 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 13, 2026, comparing compensation against 21 similarly situated organizations (Same NTEE sector (F50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,500 is reasonable (approximately the 10<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 13, 2026.