

James Solomon Civic Association Inc

Executive Director / CEO

EIN 921744704
 NJ · NTEE S99
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Kristel Meija-asqui, Executive Director / CEO** (\$4,500) against **every comparable organization** that fit the selection criteria — **178** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Kristel Meija-asqui — reported title "TRUSTEE", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

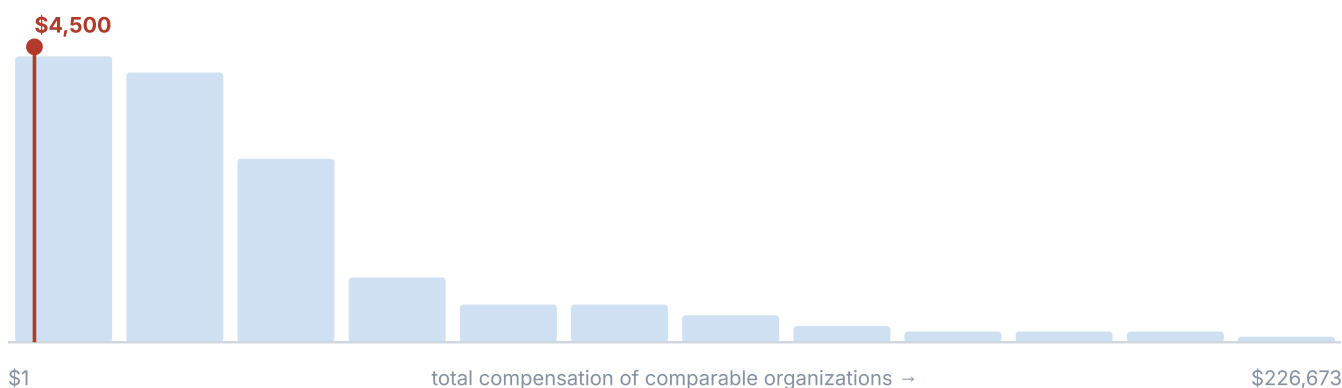
SECTOR Organizations sharing the subject's NTEE classification (S99).

BUDGET Total revenue between \$40,269 and \$90,156 — 0.67x to 1.50x the subject's \$60,104 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

178 organizations qualified on sector, size, and geography → **178** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,001	\$16,349	\$32,965	\$51,853	\$105,318	\$4,500
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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 NJ 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
Regional Economic Development And Energy	NY	\$60,050	President	\$106,965	\$105,151	2024
Trellis Community Development	AZ	\$60,219	Ceo (Thru July 2024)	\$5,027	\$5,260	2024
Temple Business League	TX	\$60,300	Executive Director	\$18,000	\$19,589	2024
Professional Medical Staff Memorial Hospital Of Gardena	CA	\$60,466	Chief Executive Officer	\$1,200	\$1,128	2024
Mifflinburg Heritage & Revitalization Assoc Inc	PA	\$60,502	Executive Director	\$16,800	\$18,226	2024
Unlimited Potential Properties Inc	NY	\$59,579	Chief Executive Officer	\$13,438	\$13,600	2023
Personal Affordable Living Inc	CO	\$60,636	Director	\$15,055	\$15,705	2024
Aft-oregon Building Trust Inc	OR	\$60,654	President	\$1,341	\$1,355	2024
Westcamp Inc	UT	\$59,435	Director	\$43,940	\$50,369	2023
Bridge Homes Inc	CA	\$59,215	Vice President & Cfo/director	\$120,312	\$116,359	2023
Aledo Main Street Inc Nfp	IL	\$59,053	Executive Di	\$46,230	\$48,169	2025
Main Street Lawrenceburg	TN	\$59,050	Executive Director	\$36,205	\$41,401	2024
Jefferson Street United Merchants	TN	\$58,984	Executive Di	\$10,600	\$12,479	2023
Salina Community Economic Development	KS	\$58,841	Executive Director	\$174,052	\$204,560	2024
Ketchikan Charr Inc	AK	\$61,418	President	\$8,700	\$9,048	2024
Cmh Holding Co	MD	\$61,933	Ceo - Retired 2/23	\$187,831	\$196,681	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Storyconnect	OH	\$62,106	Ceo	\$49,300	\$58,483	2023
Seaside Downtown Development Association	OR	\$62,351	Executive Director	\$46,344	\$46,820	2024
Xuprop Co - Plaza	OH	\$57,830	President (Start 09/22)	\$53,071	\$62,957	2023
Healthy Communities Of Southern	CA	\$62,998	Secretary	\$18,564	\$16,990	2025
Gathering Ground Inc	NJ	\$56,320	Executive Director	\$38,739	\$38,739	2023
Ste Genevieve Chamber Of Commerce	MO	\$56,211	Exec Directo	\$59,169	\$66,420	2025
Quad City Association Of Finishing	IA	\$64,036	Executive Director	\$37,724	\$46,263	2023
Metropolitan Housing Development Corp	IL	\$64,250	President	\$50,000	\$52,098	2025
Tama Toledo Area Chamber Of Commerc	IA	\$64,262	Secretary/co	\$17,956	\$21,389	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 178 organizations. Compensation range \$1–\$226,673; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$60,104); for reference, expenses \$49,226 and assets \$10,878.

ROLE MATCH Kristel Meija-asqui, reported title "*TRUSTEE*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the**

board should confirm this is a comparable role.

RELATED-ORG PAY	71 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	8 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	42 nd
All sources (D + E + F), adjusted	5 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 (Kristel Meija-asqui) 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 178 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,500 is reasonable (approximately the 8th 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.