

# Talas - Texas Association Of Latinoadministrators And Superintendents

Executive Director / CEO

EIN 921929253  
 TX · NTEE B03  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Celina Estrada Thomas, Executive Director / CEO** (\$27,500) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23<sup>rd</sup>** percentile of comparable organizations below the typical range for comparable organizations

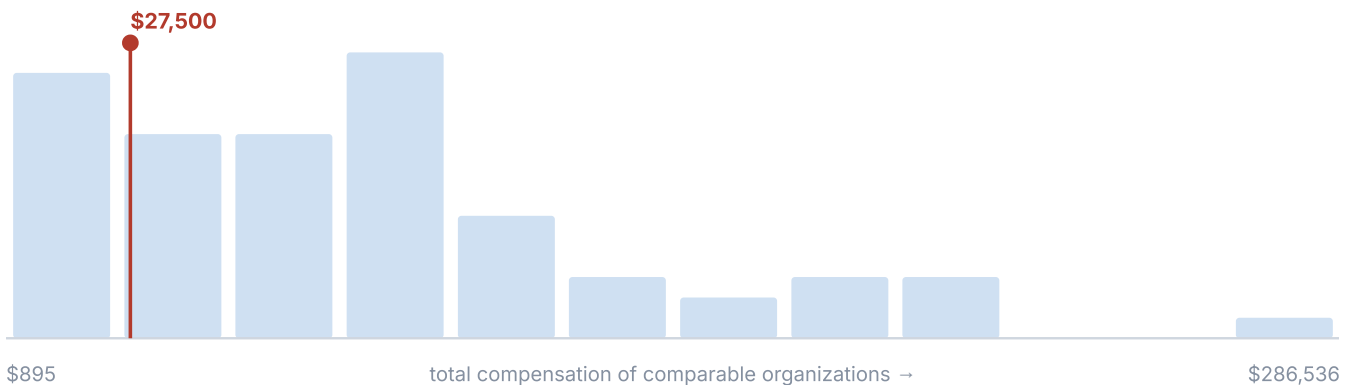
**Benchmarked executive:** Celina Estrada Thomas — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B03).
BUDGET	Total revenue between \$258,444 and \$578,607 — 0.67x to 1.50x the subject's \$385,738 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B03), nationwide + budget 0.67–1.5x revenue.

**65** organizations qualified on sector, size, and geography → **65** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$9,946</b> 10TH	<b>\$31,633</b> 25TH	<b>\$67,203</b> MEDIAN	<b>\$105,118</b> 75TH	<b>\$175,406</b> 90TH	<b>\$27,500</b> THIS ORG · 23RD
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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 TX 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="#">Missouri Association Of Treatment</a>	MO	\$385,113	Executive Di	\$59,792	<b>\$63,309</b>	2024
<a href="#">Paris Church Of The Holy Cross Parish</a>	TX	\$377,944	Ececutive Director	\$25,703	<b>\$25,703</b>	2024
<a href="#">Judaism Alive Db a Jewish Rock Radio</a>	MO	\$375,866	Executive Dir.	\$78,000	<b>\$85,028</b>	2023
<a href="#">The Corporation For Community And Economic Dev Uni</a>	FL	\$375,500	Executive Director	\$111,450	<b>\$107,758</b>	2023
<a href="#">Israel-texas Science And Education Foundation Inc</a>	TX	\$375,000	Hellerstein	\$197,080	<b>\$202,901</b>	2023
<a href="#">Oklahoma Society For Technology In</a>	OK	\$372,429	Executive Di	\$57,625	<b>\$61,799</b>	2025
<a href="#">Society For American Music</a>	WA	\$367,955	Executive Di	\$34,269	<b>\$30,672</b>	2024
<a href="#">Whitaker Small Farm Group Inc</a>	NC	\$403,763	Presidentceo	\$63,500	<b>\$65,592</b>	2024
<a href="#">Minority Accounting Career Resource Society</a>	MI	\$367,092	President And Ceo	\$15,000	<b>\$15,478</b>	2024
<a href="#">Women's Field Association Of</a>	CA	\$366,364	Executive Director	\$243,029	<b>\$209,791</b>	2024
<a href="#">American Autonomic Society</a>	CA	\$355,775	Executive Director	\$36,538	<b>\$32,472</b>	2023
<a href="#">American Academy Of International Culture And Educ</a>	NY	\$351,526	Executive Director	\$94,640	<b>\$85,493</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Texas Association Of Mid-size Schools</a>	TX	\$350,715	Executive Director	\$80,833	<b>\$83,221</b>	2023
<a href="#">Sogal Foundation</a>	FL	\$421,062	Operations & Partnerships Mana	\$63,236	<b>\$63,648</b>	2022
<a href="#">Indiana Arborist Association</a>	IN	\$348,335	Executive Director	\$48,850	<b>\$51,499</b>	2024
<a href="#">Center For Mindful Relationships</a>	CA	\$429,861	Clinical Directr	\$75,400	<b>\$65,088</b>	2024
<a href="#">Angel Investor Foundation</a>	KS	\$337,561	Ceo & President	\$15,743	<b>\$16,564</b>	2025
<a href="#">Wingsforgrowth Inc</a>	NJ	\$435,310	Founder And Ceo	\$81,250	<b>\$72,521</b>	2024
<a href="#">Entrepreneurs Organization</a>	KS	\$333,775	Chapter Manager (Executive Director)	\$25,961	<b>\$27,315</b>	2025
<a href="#">Aba Next Steps Inc</a>	TN	\$331,942	Executive Director	\$41,175	<b>\$43,267</b>	2024
<a href="#">World Is Our Classroom Inc</a>	MA	\$329,905	Exec Directo	\$96,692	<b>\$86,862</b>	2024
<a href="#">Utah Coalition For Educational</a>	UT	\$441,579	Treasurer	\$3,300	<b>\$3,376</b>	2024
<a href="#">Tennessee Music Education Association</a>	TN	\$441,617	Treasurer / Executive Director	\$20,960	<b>\$22,025</b>	2024
<a href="#">The Association For International</a>	IL	\$329,422	Executive Director	\$77,400	<b>\$76,070</b>	2024
<a href="#">National Association Of Corporate Directors</a>	TX	\$446,614	Executive Director	\$180,700	<b>\$180,700</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	65 organizations. Compensation range \$895–\$286,536; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$385,738); for reference, expenses \$232,632 and assets \$170,540.
ROLE MATCH	Celina Estrada Thomas, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	23 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	23 <sup>rd</sup>
Reportable pay only (column D), adjusted	26 <sup>th</sup>
All sources (D + E + F), adjusted	22 <sup>nd</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

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 (Celina Estrada Thomas) 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 65 similarly situated organizations (Same NTEE sector (B03), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,500 is reasonable (approximately the 23<sup>rd</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 9, 2026.