

Walls Turned Sideways Nfp

Executive Director / CEO

EIN 994363291

IL · NTEE A01

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Pablo Mendoza, Executive Director / CEO** (\$40,137) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

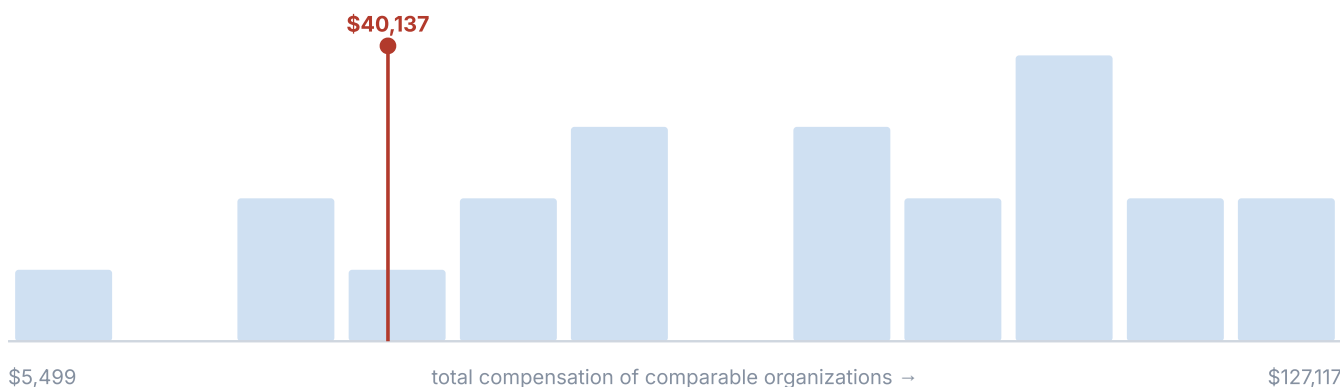
Benchmarked executive: Pablo Mendoza — reported title “Director/Co-ED”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A01).
BUDGET	Total revenue between \$294,742 and \$659,871 — 0.67x to 1.50x the subject's \$439,914 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A01), nationwide + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$35,577	\$55,217	\$82,447	\$100,707	\$112,369	\$40,137
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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 IL 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
Treasure House Of Hope	CO	\$429,501	Executive Director	\$101,000	\$101,116	2024
The Intentional Man Project	CA	\$464,458	Executive Director	\$111,000	\$97,495	2025
Arc Of The Central Mountains	CO	\$415,334	Executive Director	\$112,653	\$112,783	2024
Joseph's House Holding Corporation	NJ	\$403,006	Executive Dir.	\$136,362	\$127,117	2024
Free Mom Hugs Inc	OK	\$485,810	Executive Director	\$91,335	\$105,006	2024
South Jersey Cultural Alliance	NJ	\$388,800	Executive Dir.	\$85,971	\$80,143	2024
The Mahogany Project	TX	\$491,200	Director	\$92,518	\$99,481	2023
Utah Cultural Alliance Foundation	UT	\$493,367	Executive Dir.	\$59,063	\$63,115	2024
Second Chance Dv Sa Shelter	AR	\$495,781	Executive Di	\$52,618	\$61,752	2024
North Atlantic Arts Alliance	ME	\$496,692	Executive Director	\$50,000	\$53,819	2023
The Ella Project	LA	\$368,492	Co Founder	\$94,500	\$108,644	2024
Art Of The Cowgirl Foundation	MT	\$361,093	Executive Dir.	\$30,000	\$33,764	2024
Ohio Alliance For Arts Education	OH	\$519,143	Executive Di	\$87,200	\$96,430	2024
Black Lives Matter Paterson	NJ	\$522,264	Ceo	\$40,000	\$37,288	2024
St Louis Arts Chamber Of Commerce	MO	\$525,000	Treasurer	\$32,000	\$35,387	2024
Young Latino Network	OH	\$535,465	Executive Dir.	\$71,596	\$81,513	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
West Virginia Alliance Of Recovery	WV	\$541,067	Executive Director	\$73,757	\$83,380	2024
Naturist Society Foundation Inc	WI	\$318,007	Editor And Executive Director	\$52,920	\$59,409	2023
Hands Healing Hearts Inc	KY	\$596,422	Executive Director	\$45,500	\$51,039	2024
Arabia Mountain Heritage Area Alliance	GA	\$603,041	Executive Dir.	\$117,600	\$123,458	2024
Dynamic Young Minorities Of Nashville	TN	\$605,931	Ceo	\$82,250	\$90,267	2024
Hope Alive Incorporated	CA	\$623,484	Executive Director Emeritus	\$6,100	\$5,499	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL cost of living and 2025 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 IL 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 22 organizations. Compensation range \$5,499–\$127,117; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$439,914); for reference, expenses \$140,209 and assets \$301,323. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Pablo Mendoza, reported title "*Director/Co-ED*", 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	18 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	18 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 (Pablo Mendoza) 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 22 similarly situated organizations (Same NTEE sector (A01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,137 is reasonable (approximately the 18th 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.