

South Texas Human Rights Center Inc

Executive Director / CEO

EIN 463559349

TX · NTEE Q70

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Deanna Garcia, Executive Director / CEO** (\$23,333) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

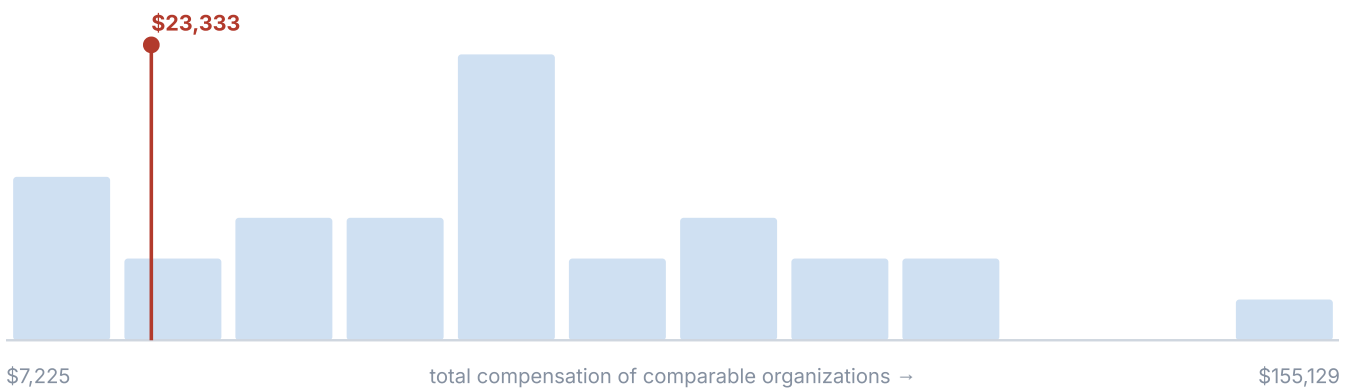
Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q70).
BUDGET	Total revenue between \$189,752 and \$424,819 — 0.67x to 1.50x the subject's \$283,213 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q70), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,821 10TH	\$37,187 25TH	\$59,600 MEDIAN	\$84,446 75TH	\$104,528 90TH	\$23,333 THIS ORG · 14TH
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■ **Comparable organizations**

P50
P75
P90

\$18,821
\$37,187
\$59,600
\$84,446
\$104,528

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	TOTAL REVENUE	TOTAL COMP	SOURCE
Smex Usa Inc	DC	\$282,710	\$19,300	990
Project Suma Inc	GA	\$277,482	\$37,187	990
Africa School Assistance Project	CO	\$276,789	\$86,847	990
Friends Of The Congo	DC	\$291,634	\$7,225	990
Inhr	MI	\$273,808	\$10,150	990
Identify Inc	GA	\$268,339	\$80,719	990
Rescue Pink Inc	TX	\$302,677	\$67,949	990
The 88 Project	IL	\$305,757	\$96,542	990
International Tibet Network	CA	\$307,132	\$42,958	990
Bay Area Anti-trafficking Coalition	CA	\$256,892	\$103,761	990
Amnistia Internacional-seccion De Puerto Rico Inc	PR	\$238,927	\$59,600	990
If Americans Knew	CA	\$331,563	\$63,196	990
Alight Alliance To Lead Impact In Global	CO	\$333,478	\$113,516	990
Allies Inc	IN	\$227,662	\$66,023	990
Foundation For Freedom	WA	\$339,971	\$64,442	990
Guatemala Human Rights Commission U S A	DC	\$226,075	\$55,923	990
Dark Bali	CA	\$342,650	\$55,780	990
Cuba Independiente Inc	FL	\$223,167	\$16,904	990
Accessibility Accelerator Inc	NY	\$344,297	\$58,394	990
Hope Outreach International	FL	\$345,598	\$37,128	990
Advocates International Inc	VA	\$218,160	\$107,594	990
Hostage Families Alliance	DC	\$358,534	\$24,856	990
Siamak Pourzand Foundation	MD	\$374,715	\$75,289	990
Eg Justice	DC	\$379,194	\$84,446	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Women's Rights Without Frontiers	MD	\$386,272	\$155,129	990

■ 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.

■ Sample, role match & sensitivity

PEER COUNT 29 organizations. Compensation range \$7,225–\$155,129; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$283,213); for reference, expenses \$227,285 and assets \$0.

ROLE MATCH Deanna Garcia, reported title "*Board Treasurer*", 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.**

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	14th
Total compensation (D + F), as reported (no adjustments)	14th
Reportable pay only (column D), adjusted	21st
All sources (D + E + F), adjusted	14th

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 (Deanna Garcia) 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 29 similarly situated organizations (Same NTEE sector (Q70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,333 is reasonable (approximately the 14th 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). 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.