

# Heart For The City

Executive Director / CEO

EIN 260559586

AZ · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joseph Eriquez Jr, Executive Director / CEO** (\$14,833) against **every comparable organization** that fit the selection criteria — **571** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

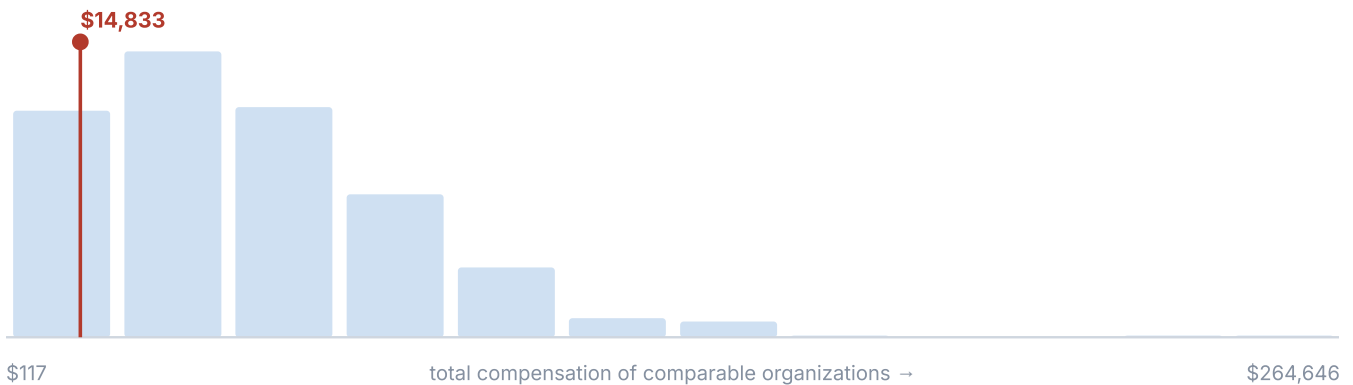
**Benchmarked executive:** Joseph Eriquez Jr — reported title “PRESIDENT / CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$115,849 and \$259,365 — 0.67x to 1.50x the subject's \$172,910 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**571** organizations qualified on sector, size, and geography → **571** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$10,756</b>	<b>\$24,008</b>	<b>\$43,138</b>	<b>\$66,633</b>	<b>\$90,836</b>	<b>\$14,833</b>
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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 AZ 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="#">Positive Behavior Support Community</a>	NY	\$173,087	Executive Director	\$32,400	<b>\$31,342</b>	2023
<a href="#">Downtown Chillicothe</a>	OH	\$173,376	Program Manager	\$49,000	<b>\$53,964</b>	2024
<a href="#">Justice Matters Inc</a>	KS	\$172,152	Lead Organizer	\$21,681	<b>\$24,355</b>	2024
<a href="#">Cannedwater4kids Inc</a>	WI	\$173,824	Secretary	\$31,025	<b>\$33,691</b>	2024
<a href="#">Ifs Empowerment Center</a>	TX	\$171,941	President & Ceo	\$24,550	<b>\$25,535</b>	2024
<a href="#">The Israel Story Inc</a>	OH	\$171,747	President	\$91,253	<b>\$103,466</b>	2023
<a href="#">Neighborhood Crusades Inc</a>	PA	\$174,265	Director	\$33,100	<b>\$35,336</b>	2023
<a href="#">Awl Foundation</a>	MO	\$174,601	Executive Di	\$33,756	<b>\$37,176</b>	2024
<a href="#">Benjamin E Mays Family Resource Ctr</a>	SC	\$175,374	Executive Di	\$69,566	<b>\$75,463</b>	2024
<a href="#">587 Ministries Inc</a>	CA	\$175,473	President	\$50,000	<b>\$44,893</b>	2024
<a href="#">Delaware Ecumenical Council On Chil</a>	DE	\$175,516	Executive Di	\$55,583	<b>\$56,591</b>	2024
<a href="#">Urban Purpose Inc</a>	AL	\$175,726	President	\$51,276	<b>\$59,302</b>	2023
<a href="#">Deep Roots Ministries Inc</a>	TX	\$175,816	Executive Director	\$41,100	<b>\$44,012</b>	2023
<a href="#">Young Women's Transitional Home Of Moore County</a>	NC	\$175,847	Vice President	\$4,584	<b>\$5,070</b>	2023
<a href="#">Coptic Cross Ministries</a>	VA	\$169,965	Executive Minister	\$42,000	<b>\$42,167</b>	2024
<a href="#">Honoring Americas Warriors Inc</a>	OK	\$175,900	Executive Director	\$21,960	<b>\$25,886</b>	2023
<a href="#">Black Child Development Institute Ohio</a>	OH	\$169,105	President	\$41,750	<b>\$47,337</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">David Woods Kemper Veterans Foundation</a>	MO	\$176,768	Executive Director/trustee	\$133,333	<b>\$151,178</b>	2023
<a href="#">Tricircle Corporation</a>	CT	\$176,769	Executive Director	\$36,000	<b>\$36,134</b>	2023
<a href="#">Strategic Community Solutions Inc</a>	MI	\$176,810	Professional Staff Director	\$2,607	<b>\$2,798</b>	2024
<a href="#">Mission Of Hope</a>	AL	\$176,939	Executive Dir.	\$44,400	<b>\$49,876</b>	2024
<a href="#">La Dream Center Inc</a>	AL	\$168,693	Executive Director	\$24,000	<b>\$27,756</b>	2023
<a href="#">Dream Fund</a>	TX	\$177,171	Executive Director	\$66,000	<b>\$68,648</b>	2024
<a href="#">Hope Ministries Inc</a>	GA	\$168,269	Executive Director	\$34,075	<b>\$35,625</b>	2024
<a href="#">Kaleidoscope Ministries</a>	TX	\$177,997	Executive Director	\$62,292	<b>\$64,791</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	571 organizations. Compensation range \$117–\$264,646; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$172,910); for reference, expenses \$174,274 and assets \$54,856.
ROLE MATCH	Joseph Eriquez Jr, reported title " <i>PRESIDENT / CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	15 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	16 <sup>th</sup>
Reportable pay only (column D), adjusted	20 <sup>th</sup>
All sources (D + E + F), adjusted	14 <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

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 (Joseph Eriquez Jr) 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 571 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,833 is reasonable (approximately the 15<sup>th</sup> 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.