

Yspaniola Incorporated

Executive Director / CEO

EIN 270697706

MA · NTEE Q30

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Alejandra Garcia, Executive Director / CEO** (\$40,384) against **every comparable organization** that fit the selection criteria — **144** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

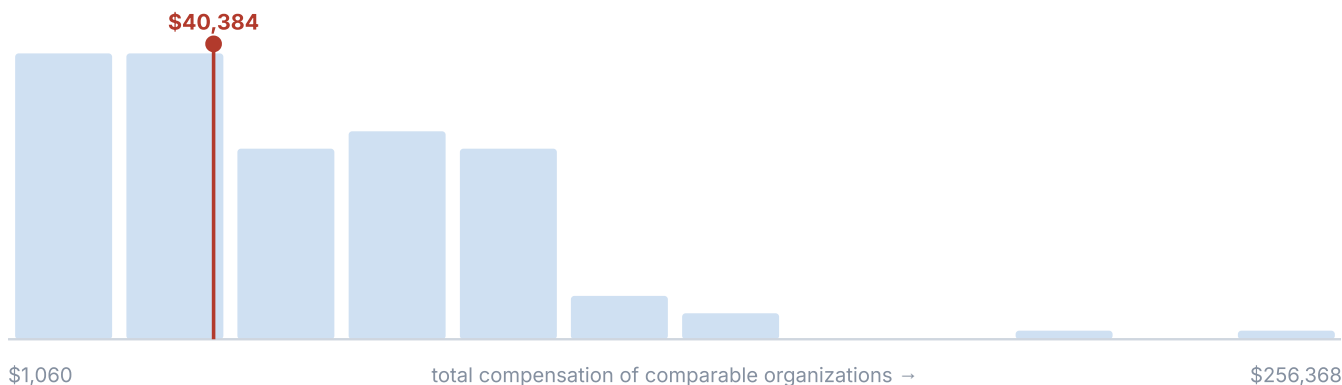
Benchmarked executive: Alejandra Garcia — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q30).
BUDGET	Total revenue between \$189,580 and \$424,434 — 0.67x to 1.50x the subject's \$282,956 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q30), nationwide + budget 0.67–1.5x revenue.

144 organizations qualified on sector, size, and geography → **144** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,530	\$24,969	\$49,621	\$80,824	\$100,575	\$40,384
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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 MA 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
Present Hope Ministry Inc	GA	\$283,117	President	\$25,310	\$28,320	2024
Film School Africa Inc	OH	\$283,633	Executive Di	\$48,000	\$55,117	2025
Foundation For A Civil Society Ltd	NY	\$280,153	President	\$60,000	\$60,335	2024
Tent Schools International	MI	\$279,835	President	\$12,283	\$14,525	2023
Vera Aqua Vera Vita	TX	\$286,608	Executive Director	\$90,500	\$100,742	2024
Casa De La Esperanza Homes Of Hope	AZ	\$278,274	Executive Dir.	\$90,186	\$96,520	2024
Village Cooperative Inc	IN	\$276,973	Executive Di	\$25,000	\$30,204	2023
Adventure Travel Conservation Fund	WA	\$289,855	Executive Dir.	\$91,539	\$91,202	2024
Hope And Grace International	WA	\$275,831	President	\$2,132	\$2,187	2023
Christian Hands In Action	TX	\$275,812	Executive Di	\$98,212	\$112,556	2023
Equitarian Initiative	MN	\$290,595	Executive Director	\$78,600	\$86,428	2024
West African Mercy Ministries Inc	WI	\$291,476	Executive Director	\$76,579	\$88,999	2024
Hope On A String	MA	\$295,811	Executive Director	\$71,135	\$73,236	2023
Global Learning Exchange Initiative	MO	\$269,255	Executive Director	\$60,000	\$72,808	2023
Face Africa International Inc	MA	\$269,111	Founder Ceo	\$37,000	\$38,093	2023
Violet Organization	NJ	\$268,628	President	\$35,500	\$35,272	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Catalyst Ministries	TX	\$297,395	Executive Dir.	\$56,261	\$62,628	2024
Ecf International	CA	\$297,935	President/ceo	\$94,143	\$90,464	2024
Center For Global Strategies Ltd	SC	\$298,414	Executive Director	\$60,000	\$69,657	2024
World Federation Of Free Latvians	MD	\$266,852	Secretary General	\$38,256	\$39,801	2024
Big Picture Soccer	PA	\$299,633	Executive Director	\$70,000	\$79,977	2023
Bridge Builders International Inc	OK	\$300,378	President	\$39,520	\$49,857	2023
Indify Incorporated	MN	\$265,285	Executive Director	\$75,000	\$84,905	2023
Childrens Rescue Mission Inc	CT	\$263,676	President	\$72,000	\$77,344	2023
Christian Relief Of Supplies And Service	IA	\$303,596	Key Employee	\$28,462	\$34,680	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	144 organizations. Compensation range \$1,060–\$256,368; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$282,956); for reference, expenses \$260,531 and assets \$87,275.
ROLE MATCH	Alejandra Garcia, 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	2 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	45 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	43 rd

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 (Alejandra 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 144 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,384 is reasonable (approximately the 45th 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.