

Mcamericas Realty Inc

Executive Director / CEO

EIN 271643310

TX · NTEE E80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Carlos Ortega, Executive Director / CEO** (\$21,709) 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

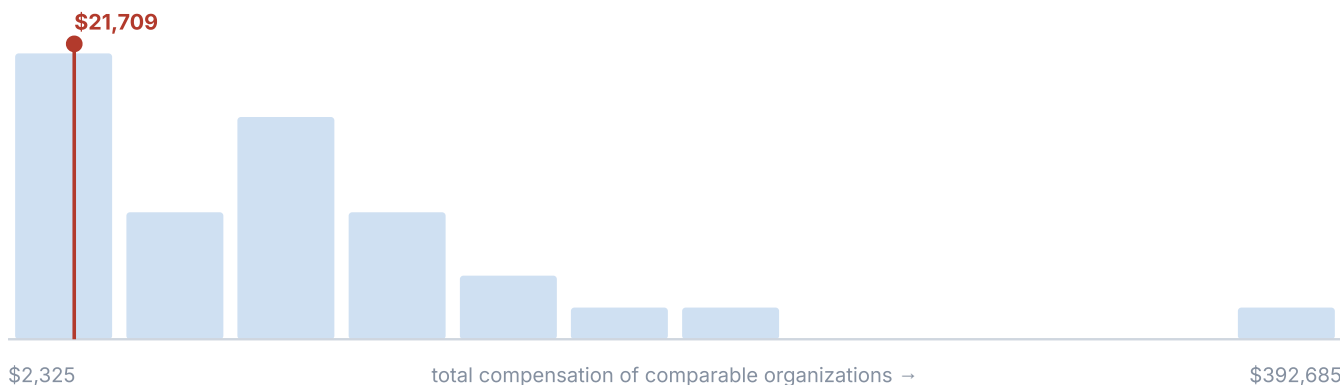
Benchmarked executive: Carlos Ortega — reported title “CEO AND CFO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E80).
BUDGET	Total revenue between \$168,844 and \$378,010 — 0.67x to 1.50x the subject's \$252,007 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E80), nationwide + budget 0.67–1.5x revenue.

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

Distribution of comparable compensation



\$21,011	\$30,484	\$70,848	\$117,391	\$163,489	\$21,709
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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
Southeast Pennsylvania Area Health	PA	\$249,589	Executive Di	\$101,250	\$103,920	2023
Sunflower Health Network Inc	KS	\$256,817	Executive Director	\$25,764	\$27,825	2024
Nash Education Corporation	PA	\$245,503	Executive Dir.	\$77,500	\$77,262	2024
Ucare Iowa	MN	\$259,544	President & Ceo	\$188,405	\$186,107	2024
Hyp-access Inc	NY	\$236,566	Pres./co-chair	\$2,500	\$2,325	2023
Honoring Choices	MN	\$234,167	1/1 To 12/27 Executive Director	\$71,000	\$72,206	2023
Mccurtain Memorial	OK	\$222,915	Ceo	\$23,716	\$26,106	2024
Vaad Ltzorchay Refuah	NY	\$217,480	Ceo	\$50,415	\$45,542	2024
Patient Care Foundation Of	CA	\$217,183	Chief Executive Officer	\$35,329	\$31,398	2023
Facts About Fertility Inc	PA	\$287,505	Cofounder & Executive Director	\$83,833	\$86,043	2023
Medical Mutual Of Ohio Charitable Founda	OH	\$206,399	Treasurer	\$46,913	\$49,673	2024
Greater Gift Initiative Inc	NC	\$301,369	Ceo	\$138,750	\$147,554	2023
Community Life Support Inc	FL	\$301,597	Chairman	\$125,000	\$117,391	2024
Famohio Inc	OH	\$194,743	Event Coordinator	\$20,000	\$21,176	2024
South Dakota Dental Foundation	SD	\$192,664	Executive Director	\$20,075	\$22,803	2023
Napa County Bicycle Coalition	CA	\$312,072	Executive Director	\$89,125	\$76,936	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Restore Hope	NH	\$191,675	Executive Director	\$90,000	\$80,935	2025
Kickin Cancer In Sublette County	WY	\$314,746	Secretary	\$18,465	\$20,350	2023
Texhealth Central Texas	TX	\$318,553	President And Ceo	\$157,834	\$157,834	2024
C-tac Innovations Inc	DC	\$319,832	Executive Director	\$138,360	\$121,377	2024
Chippewa Health Access Coalition	MI	\$173,892	Executive Di	\$66,688	\$70,845	2023
Teamfund Inc	VA	\$171,926	Managing Partner	\$406,825	\$392,685	2024
Peak Health Alliance	CO	\$341,570	Exec Dir-beg	\$57,000	\$54,639	2024
Culpeper Adult Day Care Center Inc	VA	\$344,525	Executive Director	\$62,250	\$58,537	2025
Christiana Care West Grove Inc	DE	\$355,825	Director, President & Ceo	\$214,949	\$216,618	2023

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.

● Sample, role match & sensitivity

PEER COUNT 29 organizations. Compensation range \$2,325–\$392,685; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$252,007); for reference, expenses \$365,148 and assets \$7,246,041. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Carlos Ortega, reported title "CEO AND CFO", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	8 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	14 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	86 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 (Carlos Ortega) 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 (E80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,709 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). 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.