

Vamos Adelante Foundation

Executive Director / CEO

EIN 311709235

IL · NTEE Q330

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nina Jorgensen, Executive Director / CEO** (\$97,494) against **every comparable organization** that fit the selection criteria — **140** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

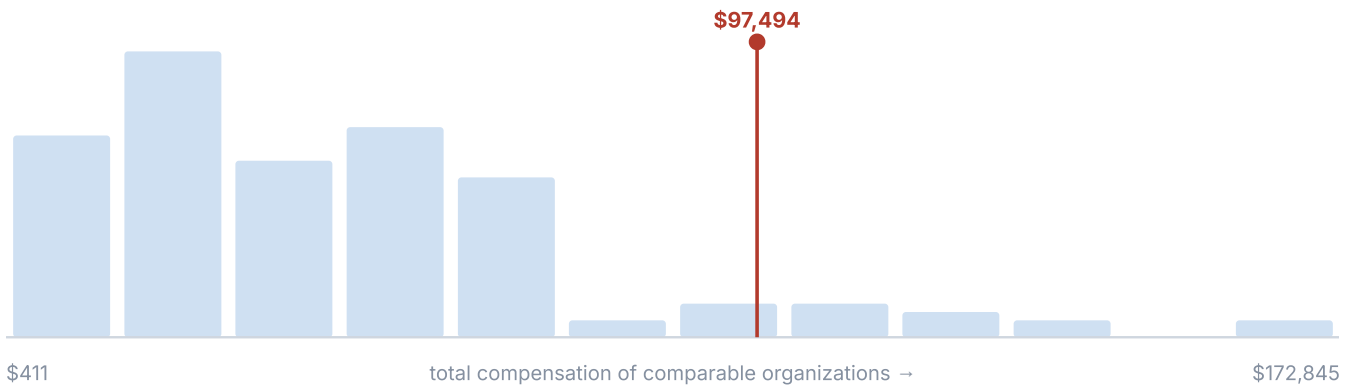
Benchmarked executive: Nina Jorgensen — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q330).
BUDGET	Total revenue between \$131,501 and \$294,406 — 0.67x to 1.50x the subject's \$196,271 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

140 organizations qualified on sector, size, and geography → **140** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,056	\$21,353	\$37,814	\$59,003	\$88,931	\$97,494
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 92ND
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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
Faith Revealed	ND	\$196,152	Director	\$30,000	\$33,488	2024
Go Inc	OR	\$195,842	Director Of Operations	\$23,367	\$22,073	2024
Rural Gospel & Medical Missions Of	KS	\$195,082	President	\$54,800	\$60,219	2024
Haiti Medical Mission Of Wisconsin Inc	WI	\$194,257	Executive Director	\$49,453	\$54,086	2023
Children In The Son Inc	NC	\$198,676	Board Member And Director	\$39,319	\$41,325	2024
To Cry For Grace Inc	TN	\$193,465	President	\$4,800	\$5,284	2023
Engineers Without Borders-International	CO	\$192,242	Executive Director	\$60,000	\$60,249	2023
Asian Concerns International Inc	NY	\$200,713	Lal	\$22,819	\$20,974	2024
Ten Thousand Villages-richmond Va Inc	VA	\$191,403	Exec Dir Store Mgr	\$53,000	\$52,053	2024
Romanian Children's Relief Inc	FL	\$191,256	Executive Director	\$24,800	\$23,698	2024
Apostolate Of Our Lady Of Hope	CO	\$201,318	President	\$24,000	\$24,100	2023
Hope For The World India Inc	GA	\$202,215	President	\$41,600	\$42,546	2024
Go Near Ministry	AR	\$202,433	Executive Di	\$27,092	\$31,890	2023
Haiti H2o	PA	\$189,785	Executive Director	\$25,000	\$25,359	2024
Global Effect Ministries	CA	\$203,401	President	\$17,499	\$15,370	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Water Compass Inc	MA	\$205,018	Board Chair And Executive Director	\$36,000	\$33,877	2023
Impact Burundi	MI	\$205,552	Executive Director	\$66,606	\$68,127	2025
Deaf Worlds Inc	DC	\$205,729	Executive Di	\$57,689	\$51,493	2024
Israel Chai Foundation Inc	MA	\$206,084	President	\$60,000	\$54,843	2024
Canopy International Inc	TX	\$186,073	President And Director	\$121,764	\$123,894	2024
Iglesia Ministerios De Reconciliacion Internacion	TN	\$206,670	Pastor	\$37,000	\$39,560	2024
Womens And Children's Advocacy Cent	OR	\$185,789	Executive Di	\$52,699	\$48,497	2025
Compassion Connection	CA	\$185,155	Ceo/president	\$79,500	\$69,827	2024
Breaking The Chain	NJ	\$184,311	President & Ceo	\$29,621	\$27,696	2023
99 Farmers	TN	\$208,366	Execuitve Director	\$105,000	\$112,265	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 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 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 140 organizations. Compensation range \$411–\$172,845; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$196,271); for reference, expenses \$217,771 and assets \$1,517,885.

ROLE MATCH Nina Jorgensen, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 7 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	92 nd
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	92 nd

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 (Nina Jorgensen) 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 140 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$97,494 is reasonable (approximately the 92nd 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.