

Consuelo Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Patricia Perez, Executive Director / CEO** (\$65,500) against **every comparable organization** that fit the selection criteria — **126** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

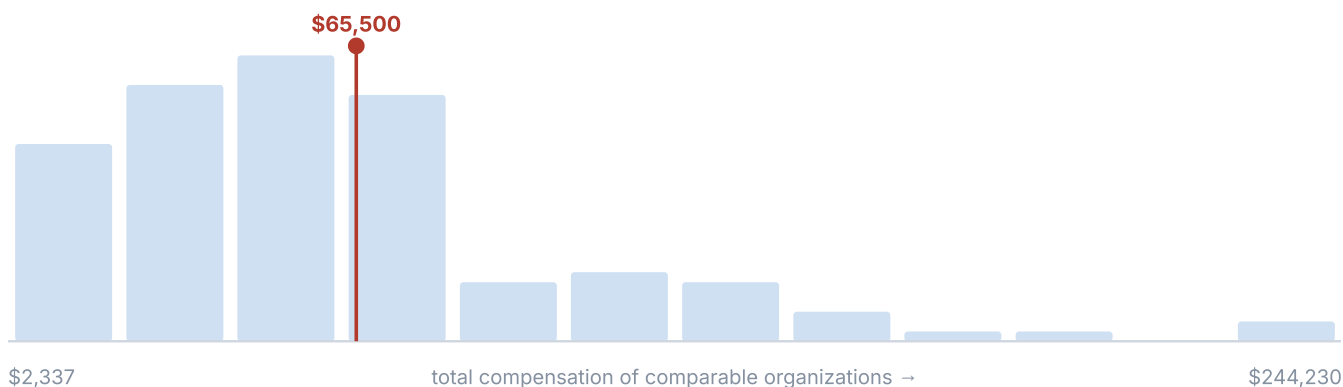
Benchmarked executive: Patricia Perez — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between \$194,034 and \$434,406 — 0.67x to 1.50x the subject's \$289,604 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

126 organizations qualified on sector, size, and geography → **126** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,533	\$31,875	\$53,463	\$78,786	\$122,754	\$65,500
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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
Noble Choices Inc	TX	\$289,499	President & Founder	\$186,594	\$189,857	2023
Chinook Horses	MT	\$288,212	Executive Dir.	\$108,037	\$115,058	2024
Cornerstone Center For Counseling	CA	\$287,709	President	\$49,811	\$43,751	2023
Place Of Refuge Inc	PA	\$287,064	Exec Director Interim	\$44,138	\$44,772	2023
Crossings Counseling Center Inc	GA	\$292,455	President	\$29,070	\$28,878	2024
Brunan Inc	NJ	\$293,046	Executive Dir.	\$50,000	\$45,409	2023
The Brian Dagle Foundation Inc	CT	\$293,257	President	\$30,000	\$28,611	2023
Christian Counseling Center	CT	\$298,452	Executive Director	\$8,388	\$8,000	2023
Tides Inc	PA	\$280,678	Executive Director	\$63,162	\$62,231	2024
Seneca Choices For Life Inc	GA	\$280,074	Executive Director	\$56,038	\$57,313	2023
Concho Valley Biblical Counseling Center	TX	\$279,169	Director Of Operations	\$32,280	\$31,902	2024
Mending Hearts Family Services Inc	AZ	\$302,769	President & Ceo	\$41,768	\$39,687	2024
Lexington Christian Counseling	SC	\$276,019	President	\$85,688	\$88,320	2024
Ribbon Of Hope Inc	IN	\$275,691	Executive Director	\$78,124	\$81,397	2024
Three Trails Assessment & Resource	WY	\$275,377	Executive Dir.	\$41,766	\$44,187	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Red Bird Ministries Inc	LA	\$274,356	Founder/pres	\$14,414	\$15,681	2024
Achieve Counseling & Wellness	AZ	\$273,313	President Executive Director	\$69,254	\$65,803	2024
Motorcycle Relief Project	CO	\$271,716	President	\$32,200	\$31,406	2023
Heartstrings Counseling Inc	CA	\$308,555	Ceo	\$90,000	\$79,050	2023
New Hope Counseling Services Inc	IN	\$310,014	Pastor Of Operations	\$85,841	\$92,079	2023
Emerge Center For Social And Emotional Learning	CA	\$267,436	Executive Director	\$37,352	\$31,866	2024
Athens Parent Wellbeing Inc	GA	\$267,329	Executive Director	\$17,500	\$17,385	2024
The Bridge Restoration Ministry Napa	CA	\$312,035	Executive Director	\$60,750	\$53,359	2023
Misty Mountain Family Enrichment	FL	\$266,918	Ceo/pres/sec	\$82,500	\$76,572	2024
Gabriel Project Of West Virginia	WV	\$266,558	Executive Director	\$42,990	\$47,346	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL cost of living and 2023 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 **126** organizations. Compensation range \$2,337–\$244,230; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$289,604); for reference, expenses \$284,700 and assets \$59,358.

ROLE MATCH	Patricia Perez, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	60 th
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	60 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 (Patricia Perez) 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 126 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,500 is reasonable (approximately the 60th 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.