

# Comunidades Sin Fronteras Csf-ct Inc

Executive Director / CEO

EIN 352709378

CT · NTEE T50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Carmen Lanche Torres, Executive Director / CEO** (\$37,329) against **every comparable organization** that fit the selection criteria — **186** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Carmen Lanche Torres — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T50).
BUDGET	Total revenue between \$46,900 and \$105,000 — 0.67x to 1.50x the subject's \$70,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

**186** organizations qualified on sector, size, and geography → **186** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$3,605	\$10,193	\$23,065	\$37,945	\$77,722	\$37,329
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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 CT 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="#">Virginia Satir Global Network</a>	MO	\$69,874	Administrative Director	\$16,800	<b>\$18,978</b>	2023
<a href="#">Isa Foundation</a>	PA	\$69,832	Exec Director	\$11,312	<b>\$11,385</b>	2025
<a href="#">Mary F Clancy Charities Inc</a>	NY	\$70,177	President	\$27,009	<b>\$25,283</b>	2024
<a href="#">Sheri &amp; David Jaffa Family Support</a>	MI	\$70,446	Treasurer	\$26,189	<b>\$28,003</b>	2024
<a href="#">John &amp; Claudia Holliman Affiliated Fund</a>	OK	\$69,424	Secretary	\$25,864	<b>\$30,375</b>	2023
<a href="#">United Way Of Obion County</a>	TN	\$69,304	Secretary/exec Dir	\$18,000	<b>\$19,095</b>	2025
<a href="#">The Good Fight Foundation Inc</a>	LA	\$69,239	Vp / Treasur	\$30,000	<b>\$35,232</b>	2023
<a href="#">Gay Lesbian Bisexual Transgender Chamber</a>	TX	\$69,044	President/ceo	\$10,385	<b>\$10,762</b>	2024
<a href="#">The Wilbur Marvin Foundation</a>	LA	\$68,806	Director/braf Pres/ceo	\$81,568	<b>\$93,046</b>	2024
<a href="#">Almaahh Fund</a>	TX	\$71,538	President	\$30,913	<b>\$32,980</b>	2023
<a href="#">The Salter Family Charitable Foundation</a>	CA	\$68,046	Secretary	\$35,872	<b>\$33,037</b>	2023
<a href="#">Orli Foundation</a>	OH	\$72,242	Cfo	\$24,000	<b>\$26,333</b>	2024
<a href="#">Rosemary Beach Foundation Inc</a>	FL	\$72,461	Executive Dir.	\$81,880	<b>\$77,631</b>	2025
<a href="#">United Way Of Southern Columbiana</a>	OH	\$67,340	Exec. Direct	\$19,100	<b>\$20,957</b>	2024
<a href="#">Music For All Foundation</a>	IN	\$67,193	President	\$21,429	<b>\$23,410</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Daniel And Francine Scinto Foundation</a>	CA	\$67,168	Secretary	\$6,661	<b>\$6,135</b>	2023
<a href="#">Baltimore City Community College</a>	MD	\$72,950	Controller	\$157,347	<b>\$156,893</b>	2023
<a href="#">Eastside Area Community Foundation</a>	IN	\$66,933	Executive Di	\$10,500	<b>\$11,471</b>	2024
<a href="#">Metro Omaha Medical Society Foundation</a>	NE	\$73,307	Executive Director	\$9,077	<b>\$10,114</b>	2024
<a href="#">Asbury Park Foundation Inc</a>	KS	\$66,371	Chief Executive Officer	\$12,600	<b>\$14,518</b>	2023
<a href="#">Crestwood Foundation Incorporation</a>	VA	\$66,002	Board Member	\$37,260	<b>\$37,269</b>	2024
<a href="#">Morgan County Civic Services</a>	IL	\$65,956	President	\$1,800	<b>\$1,833</b>	2024
<a href="#">United Way Of Nodaway County</a>	MO	\$65,915	Secretary/treasurer	\$12,000	<b>\$13,556</b>	2023
<a href="#">Minnesota Foundation For Fiscal</a>	MN	\$74,212	Executive Director	\$3,766	<b>\$3,855</b>	2024
<a href="#">Massdevelopmenthefa Trust</a>	MA	\$74,249	Trustee (As Of 06/2023)	\$41,641	<b>\$39,909</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 **186** organizations. Compensation range \$282–\$288,048; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$70,000); for reference, expenses \$81,676 and assets \$25,896.
ROLE MATCH	Carmen Lanche Torres, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	107 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	18 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	74 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	76 <sup>th</sup>
Reportable pay only (column D), adjusted	91 <sup>st</sup>
All sources (D + E + F), adjusted	34 <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 (Carmen Lanche Torres) 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 186 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,329 is reasonable (approximately the 74<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.