

Oscar Romero Center For Community

Executive Director / CEO

EIN 452975972
 TX · NTEE X01
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Maria-jose Recinos Lpc, Executive Director / CEO** (\$35,000) against the **2000** closest of **2,111** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 31st percentile of comparable organizations

within the typical range

Benchmarked executive: Maria-jose Recinos Lpc — 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

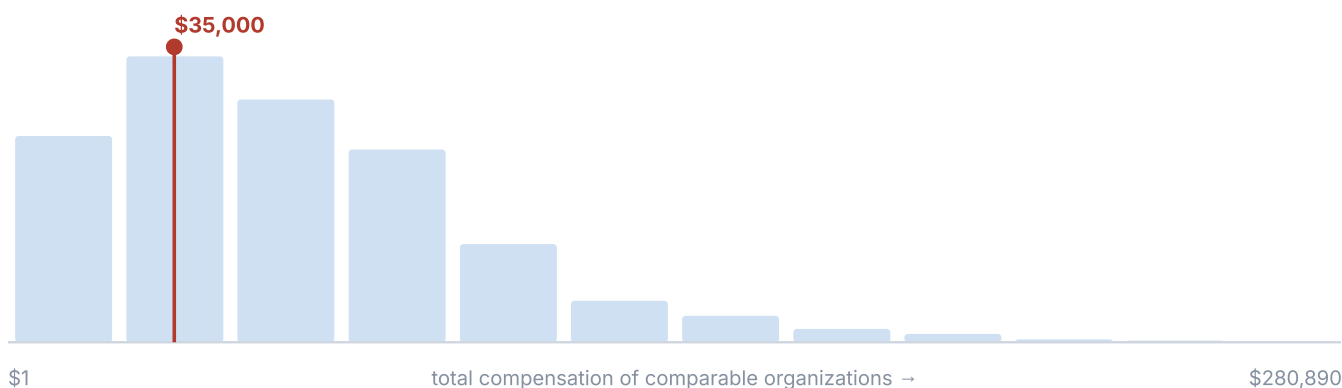
SECTOR Organizations sharing the subject's NTEE classification (X01).

BUDGET Total revenue between \$218,353 and \$488,850 — 0.67x to 1.50x the subject's \$325,900 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

2,111 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$14,467

\$29,138

\$52,451

\$81,994

\$113,233

\$35,000



● 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
J17 Ministries Inc	AZ	\$325,888	Ceo	\$72,221	\$67,443	2024
Potter's Field Ranch Inc	MT	\$325,929	President	\$42,000	\$45,259	2023
Unity 4 Orphans	CA	\$325,932	President	\$81,217	\$68,098	2024
Jewish Heritage Connection	PA	\$325,963	Pres/exec Dir	\$81,990	\$77,346	2025
Create Hope	TX	\$325,990	President	\$34,200	\$33,219	2024
Lombard Mennonite Peace Center	IL	\$325,800	Executive Dir.	\$126,923	\$121,163	2024
The Quick Daf Inc	NJ	\$325,753	President	\$210,500	\$182,494	2024
Thomas E Mcdaniels Ministries Inc	TX	\$326,067	President	\$42,073	\$40,866	2024
Interfaith Community Partners	IL	\$325,717	Executive Dir.	\$76,529	\$73,055	2024
Mentoring Timothy Inc	MT	\$326,102	President	\$95,000	\$99,435	2024
Greenhouse In Paris Nfp	IL	\$325,542	Pres/chair	\$115,959	\$113,966	2023
Limitless Church	OK	\$325,532	President / Pastor	\$31,000	\$33,146	2024
Come International Baptist Ministries	IL	\$326,294	President & Ceo	\$6,000	\$5,728	2024
Catholic Education Opportunities	KY	\$325,341	Executive Di	\$75,000	\$80,552	2023
Bethesda Recovery Inc	GA	\$326,517	Manager	\$13,728	\$13,403	2024
Laughter For All Inc	CA	\$325,275	Executive Dir.	\$32,841	\$28,349	2023
Fischer Ministries Inc	OK	\$326,545	Executive Director	\$133,800	\$143,060	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Life Balance Institute	CA	\$326,590	President	\$41,589	\$34,871	2024
Dannie Hood Ministries Inc	CO	\$326,632	President	\$52,883	\$49,238	2024
Kollel Of Young Israel	OH	\$325,000	Rosh Kollel	\$65,000	\$66,849	2024
Community Mikveh Ltd	NY	\$324,980	Secretary	\$36,500	\$32,026	2024
Leadership Empowerment Center Inc	TN	\$326,841	Executive Di	\$92,252	\$94,158	2024
The American Vision Inc	GA	\$326,882	President	\$103,000	\$100,562	2024
Plur Life Ministries	CA	\$326,909	President	\$76,092	\$63,801	2024
Forgiven Ministry Inc	NC	\$327,084	President	\$22,645	\$23,391	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 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 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	2000 organizations. Compensation range \$1–\$280,890; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$325,900); for reference, expenses \$324,980 and assets \$920.
ROLE MATCH	Maria-jose Recinos Lpc, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	63 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	55 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	31 st
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	36 th
All sources (D + E + F), adjusted	30 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 (Maria-jose Recinos Lpc) 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 2000 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,000 is reasonable (approximately the 31st 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.