

Garces Family Foundation

Executive Director / CEO

EIN 453555133

PA · NTEE P84

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Robin Morris, Executive Director / CEO** (\$108,673) against **every comparable organization** that fit the selection criteria — **74** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

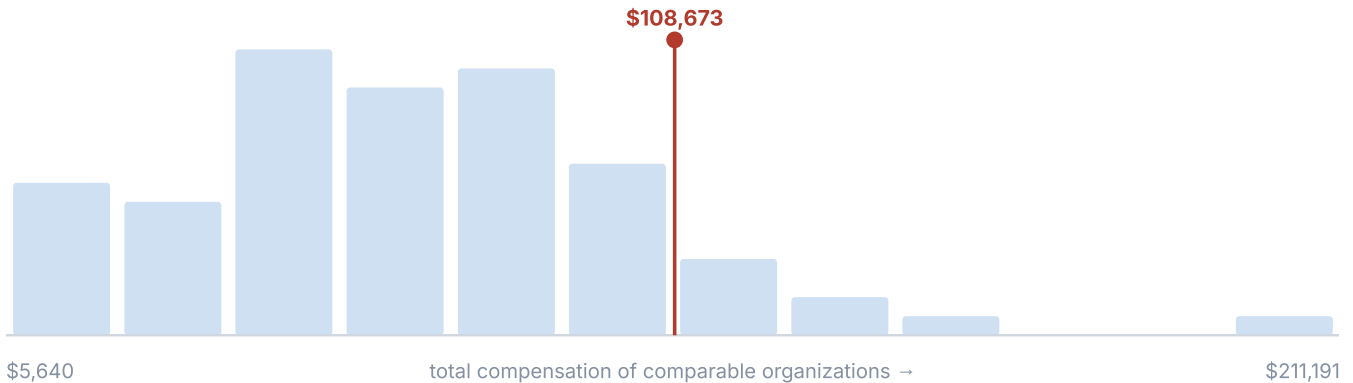
Benchmarked executive: Robin Morris — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P84).
BUDGET	Total revenue between \$297,544 and \$666,145 — 0.67x to 1.50x the subject's \$444,097 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P84), nationwide + budget 0.67–1.5x revenue.

74 organizations qualified on sector, size, and geography → **74** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,691	\$43,055	\$63,641	\$87,828	\$109,523	\$108,673
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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 PA 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
El Pueblo	MS	\$443,718	Executive Director	\$55,167	\$63,432	2023
Iowa Congolese Organization And	IA	\$446,134	President	\$19,644	\$22,205	2023
Hispanic Liaison Of Chatham County	NC	\$450,071	Executive Di	\$76,248	\$79,003	2024
Alimentando Al Pueblo	WA	\$454,363	Executive Dir.	\$52,722	\$48,731	2023
Gateway Of Grace	TX	\$455,143	Executive Director And Founder	\$89,000	\$91,912	2023
Springs Of Living Water	HI	\$433,016	President	\$20,250	\$18,717	2023
Hispanic American Mission Inc	OK	\$432,272	Board Membervice President	\$53,250	\$58,798	2024
Su Casa Columbus Inc	IN	\$428,724	Executive Director	\$40,385	\$43,968	2023
New Women New Yorkers Inc	NY	\$460,184	Ceo	\$68,646	\$64,040	2023
Tabithas Heart	MN	\$427,948	Executive Director	\$49,500	\$49,047	2024
Pennsylvania Hias Indigent Immigrant	PA	\$460,825	Executive Director	\$23,826	\$23,826	2024
Upper Midwest American Indian Center	MN	\$460,962	Executive Director	\$30,251	\$30,860	2023
Servicios Latinos De Burlington County Inc	NJ	\$425,789	Executive Director	\$105,752	\$94,682	2024
Pathways To Citizenship	CA	\$424,856	Executive Director	\$63,765	\$55,214	2024
Milestone Community Developmen	MN	\$464,045	Executive Dr	\$89,048	\$88,234	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
International House Inc	IN	\$423,303	Executive Di	\$53,056	\$56,106	2024
Together & Free Inc	NY	\$465,803	Executive Director	\$125,000	\$116,612	2023
The Urban Village Inc	MN	\$414,126	Executive Director	\$60,000	\$61,207	2023
La Plaza	CO	\$478,802	Executive Di	\$51,003	\$49,041	2024
Hogar Hispano Inc	DC	\$409,168	Executive Director	\$166,380	\$150,733	2023
Parity Inc	OH	\$408,920	Chief Operations Officer	\$100,097	\$106,312	2024
Irish Immigration Pastoral Center	CA	\$481,410	President	\$49,332	\$42,716	2024
Haiti Cultural Exchange Inc	NY	\$484,209	Executive Director	\$84,000	\$76,115	2024
Uniendo Sentimientos Oregon	OR	\$484,457	Executive Director	\$35,072	\$33,625	2023
Sin Barreras Without Barriers Inc	VA	\$401,299	President	\$18,800	\$18,203	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 74 organizations. Compensation range \$5,640–\$211,191; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$444,097); for reference, expenses \$480,145 and assets \$266,317.

ROLE MATCH Robin Morris, reported title "*EXECUTIVE DIRECTOR*", 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 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	89 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	85 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 (Robin Morris) 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 10, 2026, comparing compensation against 74 similarly situated organizations (Same NTEE sector (P84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$108,673 is reasonable (approximately the 89th 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 10, 2026.