

Honduras Compassion Partners Inc

Executive Director / CEO

EIN 462201623
 MD · NTEE Q33
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Jonathan Zelaya, Executive Director / CEO** (\$32,077) against **every comparable organization** that fit the selection criteria — **250** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

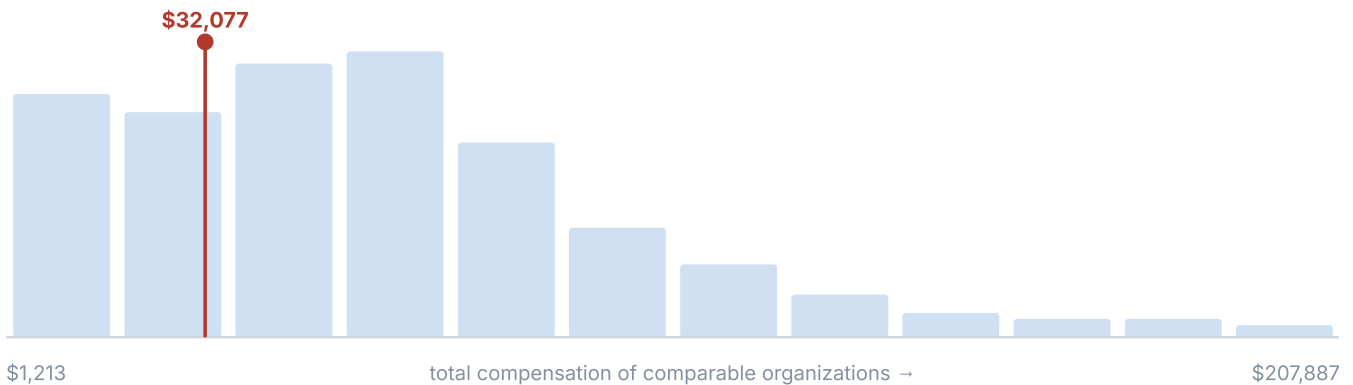
Benchmarked executive: Jonathan Zelaya — reported title “Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$320,081 and \$716,601 — 0.67x to 1.50x the subject's \$477,734 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

250 organizations qualified on sector, size, and geography → **250** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$11,800	\$30,161	\$53,674	\$77,685	\$110,734	\$32,077
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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 MD 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
Partners For Andean Community Health Inc	CT	\$477,950	Executive Director	\$14,400	\$14,868	2023
Alliance Care Now	VA	\$476,844	Founder Ceo	\$138,462	\$142,999	2024
Gap Missions Ministries Inc	GA	\$478,813	Director Missionary	\$57,638	\$63,820	2023
Ministry Builders Inc	TX	\$478,932	President/director	\$44,778	\$47,911	2024
The Chain Collaborative Inc	PA	\$475,641	Executive Dir.	\$36,400	\$39,973	2023
Hosean International Ministries Inc	AR	\$475,134	President	\$48,000	\$59,416	2023
Walk In The Light International	WA	\$475,048	Executive Director	\$36,000	\$34,475	2024
Daybreak Development Corporation	GA	\$474,885	President	\$21,900	\$24,249	2023
Remote Aid International Inc	FL	\$480,684	Ceo	\$65,581	\$65,898	2024
Restoring Hope Nepal	MT	\$480,850	Executive Director	\$14,400	\$17,093	2023
Guatemala Village Health	WA	\$481,433	Executive Director (Non-voting)	\$23,469	\$23,139	2023
Sonje Ayiti Organization Inc	MI	\$482,121	Ceo And Executive Director	\$26,000	\$28,705	2024
Every Nation Education Inc	NC	\$473,249	Ceo	\$12,360	\$13,660	2024
Christian Missions Unlimited	AL	\$482,332	Executive Director	\$64,925	\$77,241	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Accessible Hope International	IL	\$482,596	President & Ceo	\$100,559	\$103,019	2025
People Of Peru Project	WA	\$472,758	Chairman	\$67,143	\$64,299	2024
One By One	TN	\$483,396	Ceo, Founder	\$71,783	\$80,707	2024
Lanna Foundation	CA	\$471,922	Director	\$31,534	\$28,375	2025
Brighter Children Inc	CA	\$484,054	Director	\$142,414	\$131,537	2024
The Juniper Fund	WA	\$486,419	Executive Director	\$97,400	\$93,274	2024
Kudvumisa Foundation Usa Inc	PA	\$486,734	Board Member And Program Director	\$63,000	\$67,200	2024
Utah Friends Of Amar International	UT	\$468,483	Executive Director And Treasurer	\$30,000	\$32,842	2024
International Orphan Support Inc	FL	\$487,251	Vice-president	\$46,860	\$48,477	2023
127 Worldwide Incorporated	NC	\$487,620	Executive Dir.	\$67,194	\$74,263	2024
Door Of Hope	MI	\$489,108	Ceo	\$19,150	\$21,142	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 250 organizations. Compensation range \$1,213–\$207,887; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$477,734); for reference, expenses \$390,614 and assets \$840,576.

ROLE MATCH Jonathan Zelaya, reported title "*Secretary*", 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 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 9 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	28 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	26 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 (Jonathan Zelaya) 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 250 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,077 is reasonable (approximately the 28th 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.