

Southwest Asylum & Migration Inst

Executive Director / CEO

EIN 462431007
 NM · NTEE P84
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Doris Rios, Executive Director / CEO** (\$22,260) against **every comparable organization** that fit the selection criteria — **344** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 51st percentile of comparable organizations

within the typical range

Benchmarked executive: Doris Rios — reported title “SECRETARY/TR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

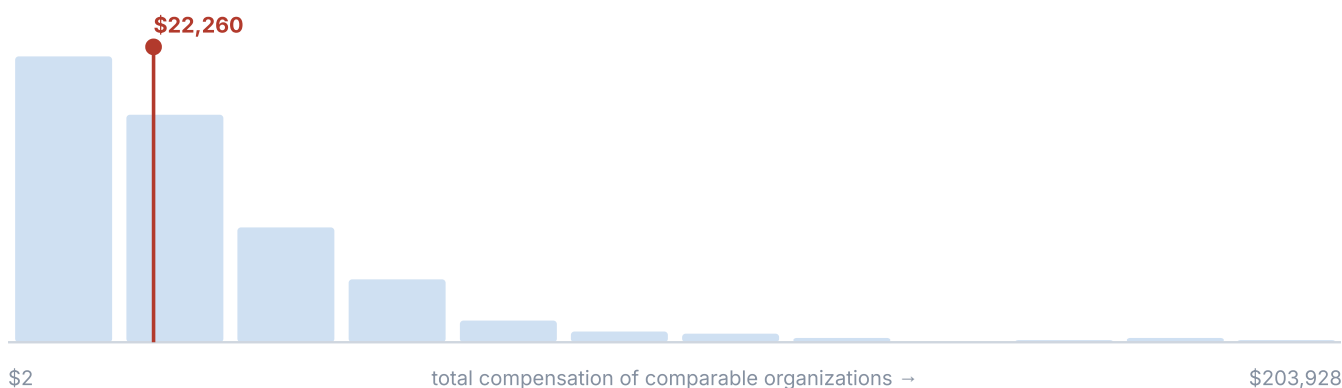
SECTOR Organizations sharing the subject's NTEE classification (P84).

BUDGET Total revenue between \$42,070 and \$94,188 — 0.67x to 1.50x the subject's \$62,792 (the band tightens as size grows).

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

344 organizations qualified on sector, size, and geography → **344** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,849	\$11,058	\$21,828	\$38,298	\$57,339	\$22,260
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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 NM 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
Hope 4 Mobility Inc	FL	\$62,847	Presidentbod	\$18,000	\$16,186	2023
Pandemic Patients	SC	\$62,724	President	\$26,000	\$25,219	2024
1542 Constance Street Inc	LA	\$62,500	Ceo	\$15,237	\$16,060	2023
Mosaic Housing Corp Xvi - Farmington	NE	\$62,467	President	\$26,896	\$26,896	2024
Noah Project Foundation	TX	\$62,462	Executive Director	\$8,623	\$8,257	2023
Nigerian Center Inc	DC	\$63,152	Executive Director	\$4,750	\$3,990	2023
Unifying Meditation Institute	CO	\$63,184	Founder/edu.	\$31,200	\$28,637	2023
Passavant Memorial Homes Housing	PA	\$63,242	Ceo & President	\$36,502	\$33,844	2024
Four Seasons Community Housing Inc	MN	\$63,260	Executive Vp Of Commonbon Housing	\$18,918	\$17,894	2023
A Step Ahead Foundation West Tennessee	TN	\$62,302	Executive Dir.	\$73,429	\$73,882	2023
Ten Thousand Villages	TN	\$62,192	Manager	\$15,644	\$14,895	2025
Five Rivers Homes Inc	MD	\$62,184	Director Of Finance (Beginning 8/22)	\$6,036	\$5,401	2023
Harmarville Outreach Programs And	PA	\$62,172	Executive Director	\$58,870	\$54,583	2024
Source Studio Inc	NC	\$62,108	Executive Di	\$80,450	\$79,569	2023
Global Emergency Response And Assistance	NJ	\$63,499	Director Of Programming	\$11,500	\$9,829	2023
Npx Charitable Inc	CA	\$63,502	President	\$10,000	\$8,265	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lights 4 Hope Inc	FL	\$62,011	President, Treasurer, Director	\$4,937	\$4,440	2023
Addiction Research Foundation	AL	\$63,662	Ceo	\$60,000	\$62,047	2023
United States International Council On	VA	\$61,884	Executive Director	\$82,790	\$74,322	2024
The Dunmore Senior Citizens Center Inc	PA	\$63,912	Executive Director	\$13,230	\$11,950	2025
A Brighter Community Inc	FL	\$61,618	Executive Director	\$62,113	\$54,251	2024
First There Foundation Inc	TX	\$64,114	Pres/director	\$5,000	\$4,788	2023
Pride Center West Texas	TX	\$61,426	Executive Director	\$13,540	\$12,593	2024
American Canyon Family Resource Center	CA	\$64,230	Executive Director	\$23,780	\$19,092	2024
Mind Power Enterprise li Inc	VA	\$64,286	President	\$42,901	\$38,513	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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 344 organizations. Compensation range \$2–\$203,928; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$62,792); for reference, expenses \$57,391 and assets \$19,595.

ROLE MATCH Doris Rios, reported title "*SECRETARY/TR*", 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 113 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	51 st
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	34 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 (Doris Rios) 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 344 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,260 is reasonable (approximately the 51st 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.