

St Martin De Porres Outreach

Executive Director / CEO

EIN 464001708

FL · NTEE X03

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Sonia Maldonado, Executive Director / CEO** (\$20,750) against **every comparable organization** that fit the selection criteria — **1812** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Sonia Maldonado — reported title "OPERATIONS", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

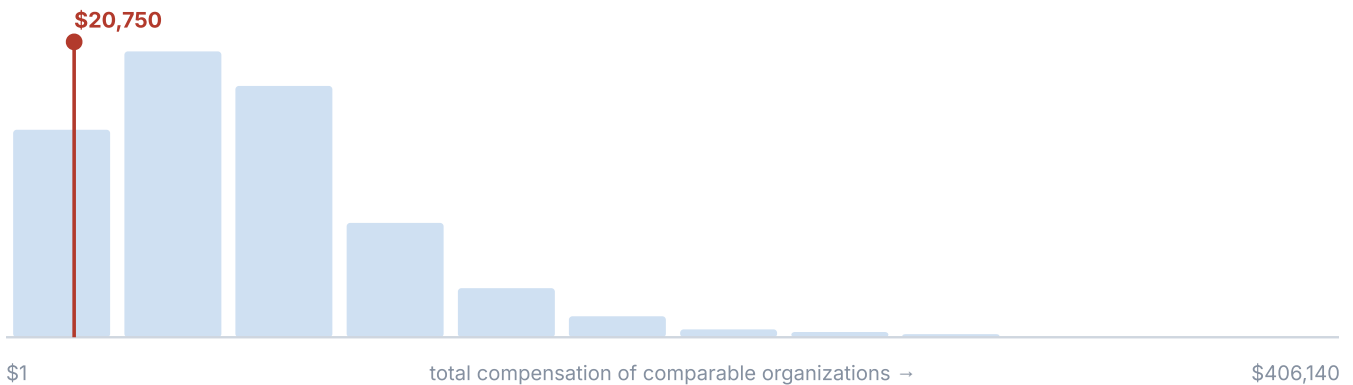
SECTOR Organizations sharing the subject's NTEE classification (X03).

BUDGET Total revenue between \$307,668 and \$688,809 — 0.67x to 1.50x the subject's \$459,206 (the band tightens as size grows).

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

1,812 organizations qualified on sector, size, and geography → **1,812** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$17,461	\$37,282	\$65,422	\$95,755	\$131,472	\$20,750
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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 FL 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
Faith And Life Inc	KS	\$459,272	Manager	\$35,817	\$41,190	2024
Straight Street Revolution	GA	\$459,052	Executive Di	\$52,708	\$56,414	2024
Fellowship Hi-crest Inc	KS	\$459,475	Lead Pastor	\$53,696	\$61,750	2024
Chinese Christian Church Of Germantown	MD	\$458,924	Englishminister	\$48,195	\$47,963	2024
Mp Prajna Buddhist Mission Inc	CA	\$459,616	President	\$67,600	\$63,972	2023
Shepherds Heart Ministry	CO	\$458,660	President	\$112,829	\$118,568	2023
Firebase Movement	MN	\$458,526	Director	\$82,848	\$87,142	2024
Iglrsia De Jesucristo Palabra Miel Detroit Inc	MI	\$458,499	Director	\$60,000	\$65,924	2024
Theology Of The Body Evangelization Team	TX	\$458,493	President	\$71,831	\$76,487	2024
Joyful Land Preschool	CA	\$459,932	Officer	\$84,000	\$77,211	2024
C4 Ministries Inc	SC	\$459,986	President	\$33,000	\$36,647	2024
Church Assistance Ministry	CA	\$458,321	Vice President	\$18,000	\$16,545	2024
Sringeri Education And Vedic Academy	CA	\$458,270	Bhat	\$22,968	\$21,112	2024
Daughters Of Isabella Inc	CT	\$458,159	Intl Regent	\$15,000	\$14,585	2025
Veritas International University	CA	\$458,131	President	\$34,800	\$31,988	2024
Gather Ministries Inc	CA	\$460,357	Co-executive Director	\$160,257	\$151,657	2023
The Isaiah 40 Foundation Inc	VT	\$460,415	President	\$89,932	\$96,356	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kidz Blitz Ministries Inc	GA	\$457,902	Board Member	\$60,000	\$64,219	2024
Elon First Baptist Church Inc	NC	\$457,888	Sr Pastor	\$112,700	\$127,620	2023
Young Disciple Ministries	WA	\$457,801	President	\$40,448	\$38,549	2024
Becoming Foundation Inc	PA	\$460,700	President	\$75,000	\$79,615	2024
Freedom Path Counseling Inc	GA	\$457,592	President	\$107,200	\$118,127	2023
Reconciliation Ministries International Inc	TX	\$457,182	President	\$67,500	\$71,875	2024
Acme Christian Thrift Store & Food Pantry	MI	\$457,086	Director Of Operations	\$47,837	\$54,112	2023
Christian Missions Overseas Inc	CA	\$457,018	Secretary	\$54,000	\$49,636	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	1812 organizations. Compensation range \$1-\$406,140; filing years 2021-2025.
SIZE BASIS	Matched on total revenue (\$459,206); for reference, expenses \$324,623 and assets \$1,254,603.
ROLE MATCH	Sonia Maldonado, reported title " <i>OPERATIONS</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	59 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	12 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	11 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 (Sonia Maldonado) 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 13, 2026, comparing compensation against 1812 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,750 is reasonable (approximately the 12th 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 13, 2026.