

Tu Casa Latina

Executive Director / CEO

EIN 465320397

NV · NTEE P84

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sandra Quiroz, Executive Director / CEO** (\$54,188) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

Benchmarked executive: Sandra Quiroz — 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).

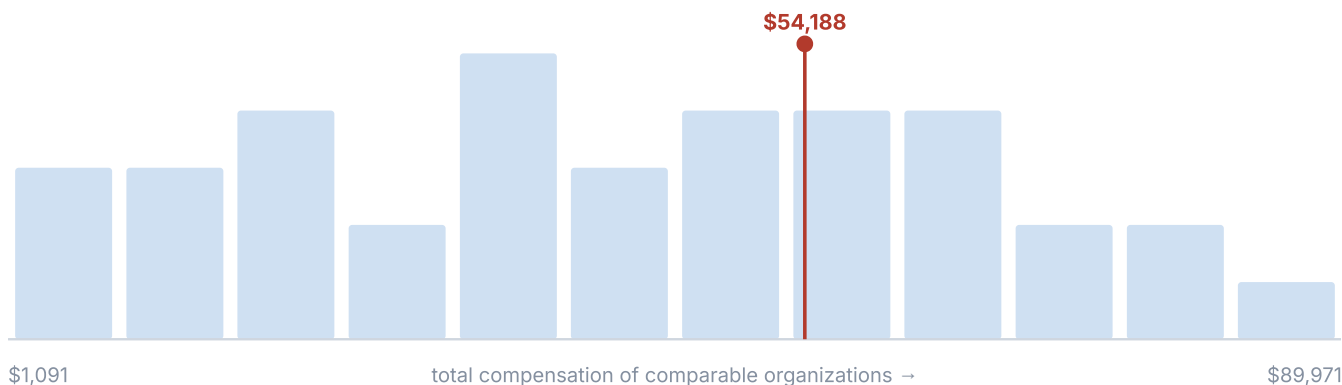
BUDGET Total revenue between \$141,046 and \$315,775 — 0.67x to 1.50x the subject's \$210,517 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P84), nationwide + budget 0.67–1.5x revenue.

37 organizations qualified on sector, size, and geography

→ **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,645	\$22,922	\$41,053	\$59,679	\$69,582	\$54,188
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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 NV 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
Hromada	CA	\$214,081	Chief Financial Officer	\$2,000	\$1,723	2023
Austin Region Jfon	TX	\$206,869	Executive Di	\$51,300	\$49,725	2024
American Steps Corp	FL	\$206,258	Executive Director	\$96,000	\$89,971	2023
Friends Of The International Institute	WI	\$205,058	Executive Vice President	\$22,000	\$22,922	2023
Ramapough Mountain Indians Inc	NJ	\$217,243	Executive Dir.	\$64,000	\$55,371	2024
Overcomers Refugee Services	NH	\$228,857	Executive Di	\$61,966	\$57,082	2023
Korean American Association Of Chicago	IL	\$230,440	Vice President	\$22,300	\$20,697	2025
Unitedly	CA	\$232,317	Board President And Ceo	\$80,385	\$67,262	2024
Hands Of Faith Ministries Inc	NE	\$187,590	Executive Director	\$24,000	\$25,013	2024
Hispanic Alliance Of Southeastern	CT	\$233,962	Executive Dir.	\$48,385	\$45,259	2023
Connecticut Worker Center Inc	CT	\$237,703	Executive Officer	\$55,101	\$50,062	2024
Glacial Lakes Multicultural Center Inc	SD	\$182,806	Director	\$1,020	\$1,091	2024
Abbas House Of Welcome	TX	\$179,087	Executive Dir.	\$13,068	\$12,667	2024
Home For Refugees Usa	CA	\$242,109	Executive Director	\$82,500	\$69,031	2024
Hola Lakeway	TN	\$248,347	Executive Director	\$31,200	\$32,718	2023
Project Alaska Inc	AK	\$250,322	Executive Director	\$76,000	\$70,408	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fulaa Lifeline International	VA	\$252,157	Executive Director	\$20,303	\$18,996	2024
Partnership For Good Health	OH	\$253,895	Executive Di	\$50,000	\$49,994	2025
Connecticut Immigrant & Refugee	CT	\$166,295	Former Executive Director	\$11,974	\$10,879	2024
Immigration Community Center	WA	\$159,038	Program Manager	\$34,000	\$29,497	2024
Christian Immigration Advocacy Cent	PA	\$265,637	President	\$34,585	\$32,559	2025
Polynesian Association Of Alaska Inc	AK	\$272,041	President & Ceo	\$11,112	\$10,294	2024
Student Clinic For Immigrant Justice Inc	MA	\$147,159	Executive Director	\$60,231	\$53,996	2023
Immigration Services Of Mountain View	CA	\$276,240	President	\$90,692	\$75,886	2024
Newbridges Immigrant Resource	VA	\$279,041	Executive Di	\$70,940	\$66,373	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV 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 NV 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	37 organizations. Compensation range \$1,091–\$89,971; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$210,517); for reference, expenses \$193,752 and assets \$29,060.
ROLE MATCH	Sandra Quiroz, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	68 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	65 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 (Sandra Quiroz) 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 37 similarly situated organizations (Same NTEE sector (P84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,188 is reasonable (approximately the 68th 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.