

La Puerta Abierta Inc

Executive Director / CEO

EIN 522455227

PA · NTEE P99

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Cathi Tillman, Executive Director / CEO** (\$79,000) against **every comparable organization** that fit the selection criteria — **191** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

Benchmarked executive: Cathi Tillman — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P99).
BUDGET	Total revenue between \$333,385 and \$746,385 — 0.67x to 1.50x the subject's \$497,590 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

191 organizations qualified on sector, size, and geography → **191** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,623	\$41,715	\$66,625	\$87,078	\$116,785	\$79,000
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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
Essential Resource Consultants	NV	\$497,758	Director	\$24,000	\$24,124	2024
Tampa Connect Group Inc	FL	\$496,952	President	\$46,750	\$44,040	2024
Esteamed Coffee Inc	NC	\$498,918	Executive Di	\$71,800	\$74,394	2024
Mindfulness Northwest	WA	\$500,549	Executive Dir.	\$94,848	\$85,154	2024
Open T R A I L Inc	TX	\$494,585	Executive Director / Presi	\$33,107	\$34,190	2023
Partners In Hope Incorporated	OH	\$494,128	Executive Di	\$52,000	\$55,229	2024
Corner Cupboard Food Bank Inc	PA	\$491,750	Executive Di	\$59,690	\$59,690	2024
Greater Impact Inc	MT	\$491,290	Executive Dir.	\$64,940	\$72,269	2023
World Of God Inc	NC	\$490,966	Executive Dir.	\$72,000	\$74,601	2024
Csr Foundation Property Holdings Inc	GA	\$490,600	President/ceo	\$42,060	\$43,660	2023
Backyard Orphans	TX	\$509,175	President/founder	\$141,801	\$142,239	2024
Benefits Management Inc	NC	\$485,974	Director	\$96,715	\$103,170	2023
Wasat Community	WA	\$510,686	Executive Director	\$85,369	\$76,643	2024
The Wisdom Dojo Inc	DE	\$484,046	Executive Di	\$67,250	\$66,031	2024
Sleepyhead Beds	MO	\$512,628	Executive Director	\$65,413	\$69,475	2024
Pennsylvania Head Start Association	PA	\$480,077	Executive Di	\$97,728	\$97,728	2024
Order Our Steps	CA	\$479,696	Owner	\$80,000	\$71,318	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The River Center Family & Community	NH	\$479,096	Executive Director	\$59,710	\$55,287	2024
Faith In Action Interfaith Volunteer Caregivers Of Solano County	CA	\$516,263	Executive Director	\$92,466	\$82,431	2023
City Lights Ministry	NC	\$476,444	President	\$39,520	\$42,157	2023
Dedham Visionary Access Corporation	MA	\$520,165	Executive Di	\$134,332	\$124,623	2023
Lend A Hand Foundation	CA	\$473,847	Executive Dir.	\$62,330	\$53,971	2024
John Hobson Ministries Inc	KY	\$473,480	President	\$88,200	\$95,022	2024
Homeless Angels	MI	\$472,709	Director	\$22,432	\$23,218	2024
Hope Diamond Services Inc	GA	\$472,606	Director	\$15,060	\$15,633	2023

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	191 organizations. Compensation range \$758–\$554,262; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$497,590); for reference, expenses \$457,871 and assets \$641,946.
ROLE MATCH	Cathi Tillman, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 4 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	66 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	62 nd

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 (Cathi Tillman) 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 191 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,000 is reasonable (approximately the 66th 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.