

Hogar Hispano Inc

Executive Director / CEO

EIN 550860403

DC · NTEE P840

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Marcos Morales, Executive Director / CEO** (\$166,380) against **every comparable organization** that fit the selection criteria — **81** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

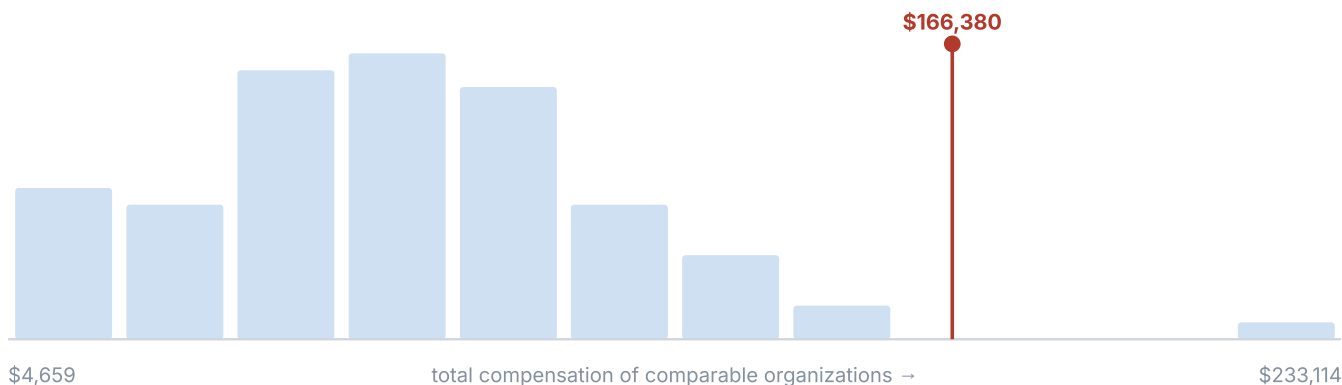
Benchmarked executive: Marcos Morales — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P840).
BUDGET	Total revenue between \$274,142 and \$613,752 — 0.67x to 1.50x the subject's \$409,168 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P84), nationwide + budget 0.67–1.5x revenue.

81 organizations qualified on sector, size, and geography → **81** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,493	\$45,083	\$70,154	\$94,697	\$117,715	\$166,380
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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 DC 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
Parity Inc	OH	\$408,920	Chief Operations Officer	\$100,097	\$117,348	2024
The Urban Village Inc	MN	\$414,126	Executive Director	\$60,000	\$67,561	2023
Sin Barreras Without Barriers Inc	VA	\$401,299	President	\$18,800	\$20,093	2024
Latino Union Of Chicago	IL	\$400,394	Executive Dir.	\$65,950	\$71,766	2024
Narrative Arts	NC	\$397,882	Executive Director	\$62,752	\$71,769	2024
Pacific County Immigrant Support	WA	\$397,511	President	\$21,468	\$21,274	2024
International House Inc	IN	\$423,303	Executive Di	\$53,056	\$61,930	2024
Pathways To Citizenship	CA	\$424,856	Executive Director	\$63,765	\$60,946	2024
Servicios Latinos De Burlington County Inc	NJ	\$425,789	Executive Director	\$105,752	\$104,510	2024
Conexion De Negocios Latinos	AR	\$391,193	Ceo	\$69,808	\$86,853	2024
Tabithas Heart	MN	\$427,948	Executive Director	\$49,500	\$54,139	2024
Su Casa Columbus Inc	IN	\$428,724	Executive Director	\$40,385	\$48,532	2023
Inland Empire Immigrant Youth Collective	CA	\$387,683	Executive Dir.	\$89,711	\$83,534	2025
Pillars4humanity	VA	\$386,619	Chief Executive Officer	\$102,948	\$110,023	2024
Hispanic American Mission Inc	OK	\$432,272	Board Membervice President	\$53,250	\$64,901	2024
Springs Of Living Water	HI	\$433,016	President	\$20,250	\$20,660	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dfw Refugee Outreach Services	TX	\$385,255	President	\$6,000	\$6,643	2024
Refugee Assistance Alliance Inc	FL	\$377,285	President	\$55,309	\$57,511	2024
Asian Immigrant Women Advocates Inc	CA	\$375,513	Executive Dir.	\$28,127	\$27,677	2023
Vitendo4africa	MO	\$374,837	Executive Director And Ceo	\$60,000	\$70,341	2024
El Pueblo	MS	\$443,718	Executive Director	\$55,167	\$70,017	2023
Garces Family Foundation	PA	\$444,097	Executive Director	\$108,673	\$119,954	2024
Iowa Congolese Organization And	IA	\$446,134	President	\$19,644	\$24,511	2023
Spanish Action League Of Onondaga County	NY	\$371,786	President	\$101,710	\$101,730	2024
Hispanic Liaison Of Chatham County	NC	\$450,071	Executive Di	\$76,248	\$87,203	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 81 organizations. Compensation range \$4,659–\$233,114; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$409,168); for reference, expenses \$1,196,159 and assets \$4,231,773. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Marcos Morales, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	99 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	96 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 (Marcos Morales) 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 81 similarly situated organizations (Same NTEE sector (P84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$166,380 is reasonable (approximately the 99th 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.