

De Hostos Senior Center Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Vincent Delgado, Executive Director / CEO** (\$67,600) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 71st percentile of comparable organizations

within the typical range

Benchmarked executive: Vincent Delgado — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (N31).

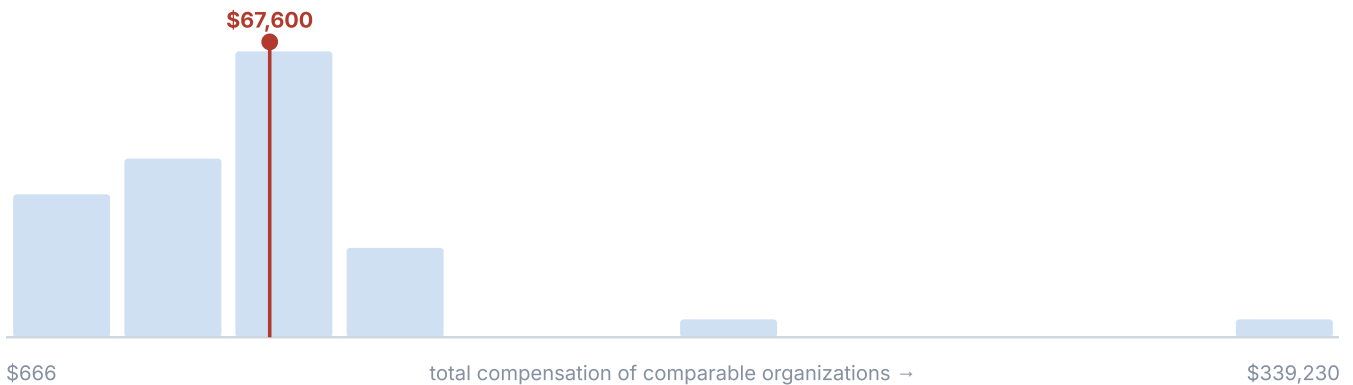
BUDGET Total revenue between \$246,082 and \$550,930 — 0.67x to 1.50x the subject's \$367,287 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N31), nationwide + budget 0.67–1.5x revenue.

41 organizations qualified on sector, size, and geography

→ **41** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,651

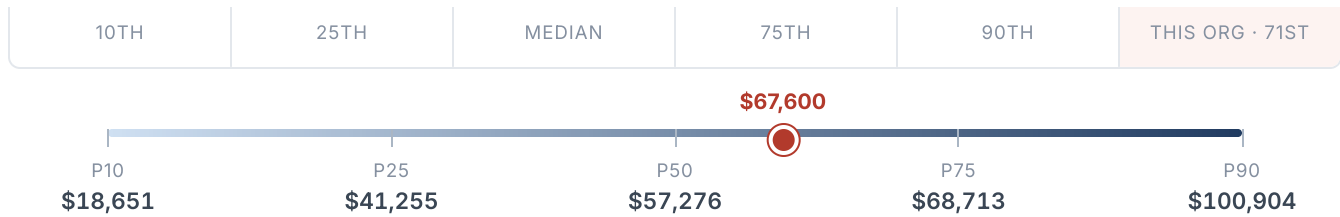
\$41,255

\$57,276

\$68,713

\$100,904

\$67,600



● 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
Community Center Of Hope Inc	IN	\$376,800	Executive Di	\$35,697	\$41,255	2023
Dunbar Coalition Inc	AZ	\$354,948	Executive Director	\$18,462	\$19,458	2023
New England Sports Complex Inc	NH	\$379,725	General Manager And Director	\$172,632	\$174,693	2023
Wabash Valley Family Sports Center Inc	IN	\$382,782	Executive Director	\$53,000	\$61,252	2023
Sheboygan Athletic Club Inc	WI	\$350,243	Director	\$599	\$666	2024
Clarkston Community Center	GA	\$396,225	Executive Dir.	\$70,014	\$77,151	2023
Greenwood Community & Recreation	MS	\$398,999	President	\$52,622	\$64,229	2023
Ramona Parks & Recreation Assn Inc	CA	\$328,134	President	\$18,790	\$18,511	2022
Northfield Union Of Youth	MN	\$326,613	Executive Director	\$33,689	\$36,482	2023
Spring Grove Regional Parks And	PA	\$421,602	Executive Director	\$64,730	\$68,713	2024
Eagle Rock Community Cultural	CA	\$426,841	Executive Director	\$106,627	\$100,904	2023
Pine Hill Community Center Ltd	NY	\$307,367	Executive Director	\$48,802	\$48,329	2023
Union Arena Inc	VT	\$428,012	Executive Director	\$45,560	\$47,556	2025
Chelan Teen Center	WA	\$303,518	Executive Dir.	\$67,500	\$64,330	2024
Sioux Falls Sports Authority	SD	\$433,742	Executive Director	\$29,319	\$35,461	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
East Springfield Community Center	IL	\$434,283	President	\$53,000	\$57,103	2023
Sports For Youth	WA	\$437,850	Vice President	\$66,000	\$64,758	2023
Chappaquiddick Community Center	MA	\$294,454	Executive Director/director	\$46,810	\$44,777	2024
Bulldogs Sports Complex Inc	NY	\$440,903	Executive Dir.	\$81,579	\$80,789	2023
Richland Area Community Center	MI	\$290,350	Executive Di	\$79,228	\$89,621	2023
Cape Lookout Foundation Inc	NC	\$290,100	Executive Director	\$40,000	\$43,996	2024
Reclaiming Our Children And Community Project Inc	MD	\$447,908	Chair	\$27,000	\$26,870	2024
Nasson Center Redevelopment Inc	ME	\$450,411	Executive Director	\$47,361	\$51,974	2023
Santa Barbara House Of Hustle	CA	\$283,416	President	\$5,900	\$5,583	2023
Youth Advantage Inc	MN	\$282,307	Executive Di	\$57,750	\$60,743	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 41 organizations. Compensation range \$666–\$339,230; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$367,287); for reference, expenses \$346,096 and assets \$59,808.

ROLE MATCH	Vincent Delgado, reported title "CEO", 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	3 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	71 st
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	66 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 (Vincent Delgado) 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 41 similarly situated organizations (Same NTEE sector (N31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,600 is reasonable (approximately the 71st 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.