

El Instituto De Orientacion Y Terapia Familiar

Executive Director / CEO

EIN 660307031
 PR · NTEE P40
 FY ending 2023-06-30
June 10, 2026

This analysis benchmarks the total compensation of **Miguel Morales, Executive Director / CEO** (\$43,800) against **every comparable organization** that fit the selection criteria — **184** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

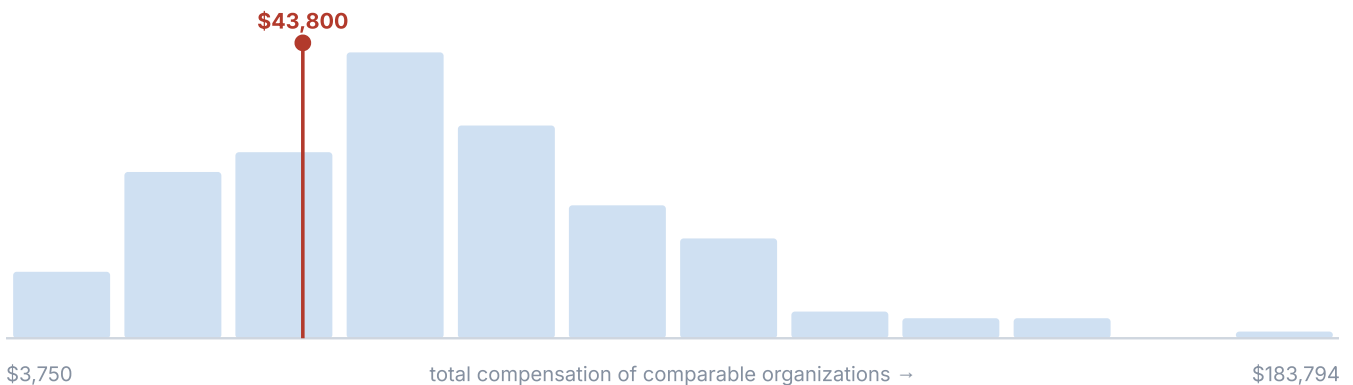
Benchmarked executive: Miguel Morales — reported title “EXEC DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (P40). |
| BUDGET | Total revenue between \$290,342 and \$650,020 — 0.67x to 1.50x the subject's \$433,347 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue. |

184 organizations qualified on sector, size, and geography → **184** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|-------------------------|-------------------------|---------------------------|-------------------------|-------------------------|------------------------------------|
| \$26,886 10TH | \$39,188 25TH | \$59,841 MEDIAN | \$78,503 75TH | \$99,535 90TH | \$43,800 THIS ORG · 29TH |
|-------------------------|-------------------------|---------------------------|-------------------------|-------------------------|------------------------------------|



● 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); the reported amount is on each linked 990.

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|-----------|---------------------------|-----------------|------------------|------|
| The Well Resource Center Nfp | IL | \$433,475 | Director | \$78,660 | \$76,403 | 2024 |
| Richmond City Pregnancy Resource Center Incorporated | VA | \$432,705 | Executive Director | \$97,341 | \$97,341 | 2023 |
| The Family Institute For Health And Human Services | NC | \$437,900 | Office Support | \$30,000 | \$30,000 | 2023 |
| Mcdowell Pregnancy Care Center Inc | NC | \$428,664 | Director | \$35,177 | \$34,168 | 2024 |
| Family Renewal Project | KY | \$438,453 | Counselor | \$60,000 | \$58,279 | 2024 |
| Family Voices Colorado Inc | CO | \$438,591 | Executive Di | \$78,780 | \$78,780 | 2023 |
| Community Early Learning Center Of The | WI | \$439,044 | Executive Director | \$39,119 | \$39,119 | 2023 |
| Salem Family Resources Success By 6 | NH | \$439,466 | Former Executive Director | \$68,463 | \$64,785 | 2025 |
| Imtasik Family Counseling Services Inc | CA | \$426,908 | Chief Executive Director | \$11,163 | \$10,843 | 2024 |
| Magnolia Foundation | TN | \$440,202 | Founder Ceo | \$76,154 | \$73,969 | 2024 |
| Wilson Commencement Park | NY | \$425,933 | Executive Director | \$30,990 | \$30,101 | 2024 |
| The New Life Center Inc | TN | \$425,245 | President | \$34,757 | \$33,760 | 2024 |
| Vocare | CO | \$424,968 | President | \$108,490 | \$105,377 | 2024 |
| Nehemiah Community Empowerment Center Inc | NC | \$423,000 | Executive Director/ceo | \$29,000 | \$27,442 | 2025 |
| The Family & Children's Society Inc | NY | \$421,119 | Executive Director | \$26,662 | \$26,662 | 2023 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|-----------|------------------------------|-----------------|-----------------|------|
| Eagles Flight Advocacy And Outreach | TX | \$420,891 | Director | \$36,000 | \$37,476 | 2022 |
| New Day Inc | PA | \$418,002 | Executive Di | \$57,879 | \$57,879 | 2023 |
| Family Hope Inc | IN | \$449,562 | Executive Director | \$89,960 | \$87,379 | 2024 |
| Restore Small Groups | TN | \$417,004 | Founder & Executive Director | \$91,683 | \$89,053 | 2024 |
| Fort Smith Christian Family Servicesinc | AR | \$451,322 | Executive Director | \$40,107 | \$38,956 | 2024 |
| Crossroads Pregnancy Resource Center | KY | \$413,393 | Executive Director | \$75,383 | \$73,220 | 2024 |
| Abc Crisis Pregnancy Center Inc | SC | \$413,176 | Director | \$40,369 | \$39,211 | 2024 |
| Options For Women | MO | \$453,790 | Executive Di | \$63,280 | \$59,880 | 2025 |
| Black Mothers In Power | DE | \$453,857 | Director | \$90,426 | \$87,832 | 2024 |
| Prism Economic Development Corporation | WI | \$411,848 | Executive Director | \$51,635 | \$50,154 | 2024 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PR 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. 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 | 184 organizations. Compensation range \$3,750–\$183,794; filing years 2022–2025. |
| SIZE BASIS | Matched on total revenue (\$433,347); for reference, expenses \$450,931 and assets \$100,782. |
| ROLE MATCH | Miguel Morales, reported title <i>"EXEC DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role. |

RELATED-ORG PAY 6 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 | 29 th |
| Total compensation (D + F), as reported (no adjustments) | 29 th |
| Reportable pay only (column D), adjusted | 32 nd |
| All sources (D + E + F), adjusted | 27 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 (Miguel 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 10, 2026, comparing compensation against 184 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,800 is reasonable (approximately the 29th 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.