

Centro Esperanza Inc

Executive Director / CEO

EIN 660479375

PR · NTEE P30

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Sor Claribel Camacho Hc, Executive Director / CEO** (\$6,733) against **every comparable organization** that fit the selection criteria — **183** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Sor Claribel Camacho Hc — 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 (P30).

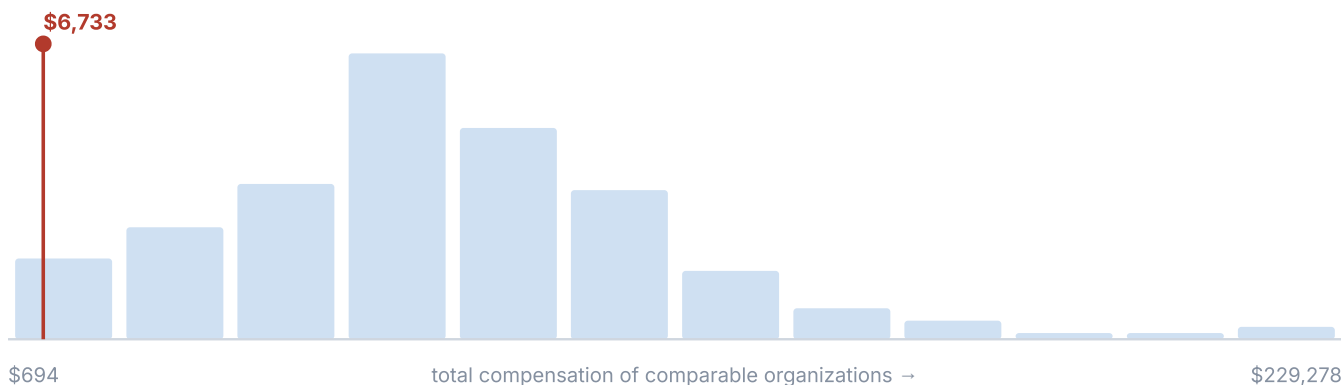
BUDGET Total revenue between \$306,824 and \$686,920 — 0.67x to 1.50x the subject's \$457,947 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

183 organizations qualified on sector, size, and geography

→ **183** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,906

\$50,234

\$71,221

\$96,276

\$123,341

\$6,733

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 2ND
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\$6,733



● 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
Lehigh Valley Families Together Inc	PA	\$455,260	Ceo And Board Secretary	\$79,181	\$79,181	2024
Mental Health Connection Tarrant Ct	TX	\$453,663	Exec Dir	\$125,156	\$125,156	2024
Moldova World Childrens Fund Inc	NC	\$462,345	President	\$20,696	\$20,696	2024
Heidis Promise	WA	\$464,089	President Director	\$82,002	\$82,002	2024
Open Arms Of Blue Ridge Inc	GA	\$464,823	Executive Director	\$50,000	\$51,477	2023
Emerald M Therapeutic Riding Center Inc	FL	\$465,376	Executive Dir.	\$23,040	\$23,721	2023
Pawsitive Friendships Inc	AZ	\$465,624	Ceo	\$71,221	\$71,221	2024
Families And Schools Together Inc	WI	\$449,521	Executive Dir.	\$62,500	\$62,500	2024
One30 Network	AL	\$467,202	Co-executive Director	\$15,400	\$15,400	2024
First Day Shoe Fund	MI	\$467,768	Executive Di	\$105,900	\$109,028	2023
The Morgan Center	FL	\$472,075	Director	\$95,500	\$95,500	2024
Heartford House Inc	IN	\$442,450	Executive Director	\$84,799	\$84,799	2024
Raisinghope Inc	CA	\$440,598	Executive Dir.	\$82,750	\$85,194	2023
For The Need Foundation	CA	\$480,016	Executive Director	\$146,474	\$150,800	2023
Salama Urban Ministries Inc	TN	\$481,213	Executive Director	\$93,642	\$96,408	2023
Maryland Casa Association Inc	MD	\$481,291	Executive Director	\$100,087	\$103,043	2023
Childrens Continuum Of Care	NJ	\$433,716	Executive Direc	\$102,861	\$102,861	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Unlocking Futures Inc	NY	\$484,217	Executive Director	\$125,832	\$129,549	2023
Desert Rose Foundation Inc	IN	\$486,029	Acting Treasurer	\$50,555	\$50,555	2024
Allies For Children	PA	\$429,158	Executive Director	\$143,488	\$139,789	2025
Pike Regional Child Advocacy Center	AL	\$426,074	Executive Di	\$64,541	\$64,541	2024
Camp Esquagama	MN	\$492,451	Exec Director	\$73,500	\$73,500	2024
National Indian Child Care Association	OK	\$492,782	Executive Director	\$186,325	\$186,325	2024
La Ola Ministries The Wave	TN	\$492,806	Board Member	\$17,984	\$17,984	2024
Forget Me Not Childrens Services	CA	\$422,423	Executive Dir.	\$101,912	\$101,912	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 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. 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	183 organizations. Compensation range \$694–\$229,278; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$457,947); for reference, expenses \$686,743 and assets \$1,197,381. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Sor Claribel Camacho Hc, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	2 nd
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	4 th
All sources (D + E + F), adjusted	2 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 (Sor Claribel Camacho Hc) 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 183 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,733 is reasonable (approximately the 2nd 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.