

Hogar Del Buen Pastor Inc

Executive Director / CEO

EIN 660488299

PR · NTEE P85

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Maria Teresa Beard, Executive Director / CEO** (\$66,458) against **every comparable organization** that fit the selection criteria — **78** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

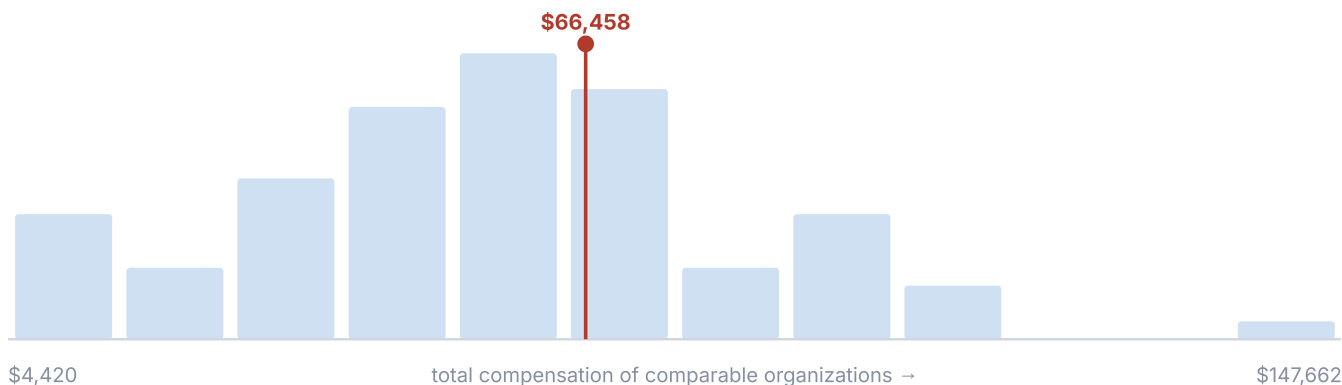
Benchmarked executive: Maria Teresa Beard — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P85).
BUDGET	Total revenue between \$316,225 and \$707,967 — 0.67x to 1.50x the subject's \$471,978 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P85), nationwide + budget 0.67–1.5x revenue.

78 organizations qualified on sector, size, and geography → **78** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,810	\$36,605	\$55,910	\$73,686	\$94,420	\$66,458
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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); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Heart House Inc	IN	\$471,783	Current Exe Director	\$65,183	\$63,313	2024
Wellsprings Village Inc	TX	\$470,507	Ex-officio	\$70,000	\$70,000	2023
Inspire Together	CA	\$475,517	Ceo	\$97,115	\$97,115	2023
Make A Day Foundation	OH	\$476,596	Executive Director	\$36,115	\$35,079	2024
Laramie Soup Kitchen	WY	\$465,083	Executive Di	\$70,000	\$67,992	2024
Live Love Outreach	WA	\$464,251	Director	\$31,020	\$31,020	2023
Humanity Heroes Foundation	CA	\$462,932	Fundraising Manager	\$110,570	\$107,398	2024
Wvhy Inc	CA	\$482,913	Treasurer/ Executive Director	\$88,037	\$88,037	2023
Goshen Interfaith Hospitality	IN	\$457,306	Executive Director	\$73,130	\$71,032	2024
Family Promise Of York Countyinc	SC	\$450,617	Execuitve Di	\$53,737	\$52,195	2024
Rebuilding Paradise	NC	\$449,984	President	\$115,000	\$111,701	2024
Stepping Stones	NH	\$495,245	Executive Director	\$51,048	\$51,048	2023
Mr Bobs Under The Bridge Inc	WI	\$495,878	Executive Director	\$36,249	\$35,209	2024
3rd Shift Warming Cooling Center	OH	\$447,015	Executive Director	\$53,380	\$50,512	2025
Reborn	AZ	\$496,989	Director	\$59,800	\$58,084	2024
Family Promise Of Montgomery County	TX	\$445,304	Exec Dir	\$72,711	\$70,625	2024
Interfaith Community Pads Inc	IN	\$443,348	Executive Director	\$54,807	\$53,235	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Homeless Gay Kids - Houston	TX	\$441,152	Executive Director	\$100,641	\$97,754	2024
Family Promise Of The Midlands Inc	SC	\$438,794	Executive Director	\$93,265	\$93,265	2023
Greater Portland Family Promise	ME	\$505,170	Executive Director	\$76,958	\$74,750	2024
Merge Memphis	TN	\$429,848	Board Member	\$34,560	\$34,560	2023
Portsmouth Volunteers For The	VA	\$428,982	Executive Director	\$69,566	\$69,566	2023
Family Promise Of Augusta Inc	GA	\$428,813	Executive Director	\$54,157	\$52,603	2024
Family Promise Of Lawton Incorporated	OK	\$426,003	Executive Director	\$43,811	\$43,811	2023
Community Education Partnerships	CA	\$425,539	Executive Director	\$87,500	\$87,500	2023

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	78 organizations. Compensation range \$4,420–\$147,662; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$471,978); for reference, expenses \$306,665 and assets \$1,475,729.
ROLE MATCH	Maria Teresa Beard, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	64 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	63 rd

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 (Maria Teresa Beard) 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 78 similarly situated organizations (Same NTEE sector (P85), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,458 is reasonable (approximately the 64th 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.