

Casa Juan Bosco Inc

Executive Director / CEO

EIN 660540316

PR · NTEE P20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Maritza Ortiz, Executive Director / CEO** (\$13,068) against **every comparable organization** that fit the selection criteria — **710** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Maritza Ortiz — reported title “DIR EJECUTIVA”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

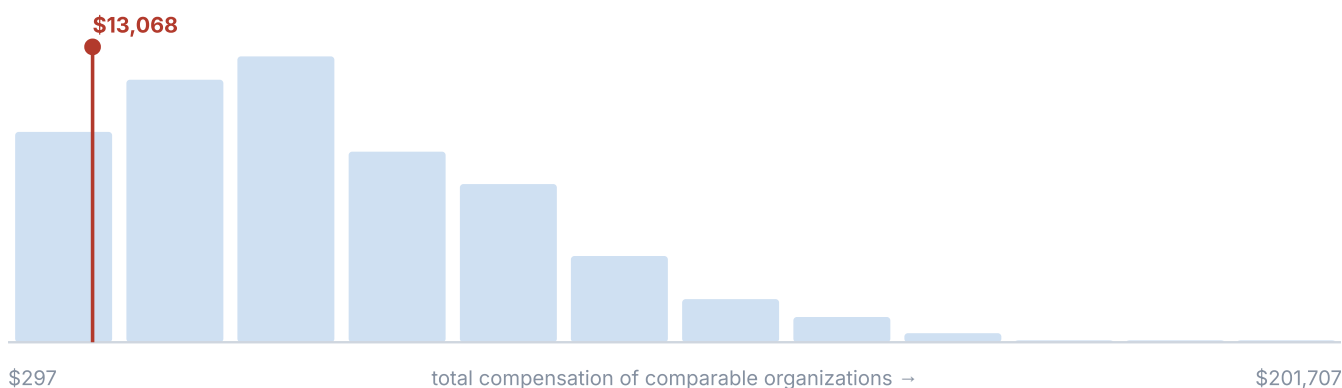
SECTOR Organizations sharing the subject's NTEE classification (P20).

BUDGET Total revenue between \$131,811 and \$295,101 — 0.67x to 1.50x the subject's \$196,734 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

710 organizations qualified on sector, size, and geography → **710** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,789	\$25,304	\$44,317	\$68,393	\$90,060	\$13,068
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 11TH
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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
Maria M Love Convalescent Fund	NY	\$196,724	Executive Director	\$30,168	\$29,390	2025
Dawson County Family Connection Inc	GA	\$196,755	Chief Executive Officer Part Year	\$58,367	\$58,367	2024
St Pauls House Inc	NY	\$196,824	Director	\$15,000	\$14,613	2025
Cde Community Outreach Inc	FL	\$196,631	Manager	\$9,070	\$9,070	2024
Charity For Charity	CA	\$196,905	Secretary	\$37,558	\$38,667	2023
Downstairs Cabaret Inc	NY	\$196,499	Producing Director	\$14,773	\$14,773	2024
The National Threshers Association	OH	\$197,015	Treasurer	\$800	\$824	2023
Yraida Guanipa Institute Inc	FL	\$197,169	President	\$13,140	\$13,140	2024
Plant The Seed	TN	\$197,457	Interim Exe	\$44,423	\$45,735	2023
Pa Fop Foundation	PA	\$197,602	Past Executive Director	\$16,000	\$16,000	2024
No Heart Left Behind Foundation	LA	\$195,820	Executive Dir.	\$27,250	\$27,250	2024
Bakhita Mountain Home Inc	CO	\$195,680	Executive Director	\$109,372	\$109,372	2024
Washington African American Chamber Of Commerce	WA	\$197,951	Ceo Founder	\$10,500	\$10,810	2023
Four Streams Partners Inc	GA	\$195,448	Executive Director	\$144,730	\$144,730	2024
Finding The Family	MO	\$195,422	Board Member	\$47,724	\$47,724	2024
Project Outpour	NC	\$198,088	Executive Director	\$44,234	\$44,234	2024
Out Of Zion Inc	FL	\$195,302	Director Of Operations	\$20,710	\$21,322	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Life Factors Ministries	PA	\$198,228	President	\$101,324	\$101,324	2024
Pelican Cove Counseling Center	CA	\$194,911	Executive Director	\$68,034	\$68,034	2024
Klamath Grown	OR	\$198,684	President	\$12,696	\$12,696	2024
Third Phase Christian Center	IN	\$198,870	Director	\$40,000	\$40,000	2024
Black Impact Collaborative	MI	\$194,556	1st Vice Chair	\$24,500	\$25,224	2023
Eagles Nest Ranch	CO	\$199,115	Executive Dir.	\$42,000	\$42,000	2024
Somali Parents Advocacy Center For Education Inc	MA	\$194,219	Executive Director	\$89,740	\$89,740	2024
Opelousas Pregnancy Center Inc	LA	\$194,110	Executive Dirtr	\$8,333	\$8,579	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 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	710 organizations. Compensation range \$297–\$201,707; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$196,734); for reference, expenses \$236,110 and assets \$895,691.
ROLE MATCH	Maritza Ortiz, reported title " <i>DIR EJECUTIVA</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	11 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	11 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 (Maritza Ortiz) 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 710 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,068 is reasonable (approximately the 11th 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.