

# Rayito De Esperanza Corp

Executive Director / CEO

EIN 660776224

PR · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Liliana Aponte, Executive Director / CEO** (\$6,000) against **every comparable organization** that fit the selection criteria — **1070** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 4<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Liliana Aponte — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

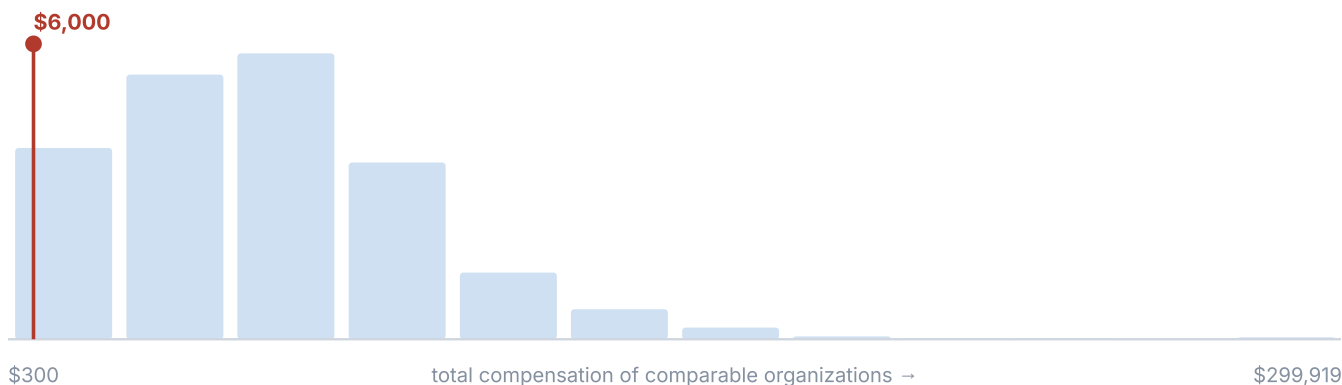
**SECTOR** Organizations sharing the subject's NTEE classification (P20).

**BUDGET** Total revenue between \$249,965 and \$559,624 — 0.67x to 1.50x the subject's \$373,083 (the band tightens as size grows).

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

**1,070** organizations qualified on sector, size, and geography → **1,070** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,862	\$32,600	\$55,372	\$79,370	\$103,429	\$6,000
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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
<a href="#">Unity Center</a>	WA	\$373,579	Executive Director	\$57,600	<b>\$57,600</b>	2023
<a href="#">Germantown Avenue Crisis Ministry</a>	PA	\$372,355	Executive Director	\$64,226	<b>\$60,775</b>	2025
<a href="#">Atlantic Cultural Connections Inc</a>	GA	\$373,823	Executive Director	\$87,408	<b>\$87,408</b>	2023
<a href="#">The Adult Disability Medical</a>	GA	\$373,974	Executive Di	\$70,720	<b>\$68,691</b>	2024
<a href="#">Clara's Hope</a>	MI	\$372,046	Founder & Director	\$20,514	<b>\$19,925</b>	2024
<a href="#">Family Promise Of Greater Roanoke</a>	VA	\$372,028	Executive Di	\$91,440	<b>\$88,817</b>	2024
<a href="#">Siskiyou Food Assistance Corporation</a>	CA	\$374,141	Executive Director	\$17,760	<b>\$16,806</b>	2025
<a href="#">Life Builders Incorporated</a>	CA	\$371,695	Ceo/president	\$135,206	<b>\$131,327</b>	2024
<a href="#">Youth Recovery Connections</a>	CA	\$371,657	President & Ceo	\$92,930	<b>\$92,930</b>	2023
<a href="#">African Refuge Inc</a>	NY	\$374,587	Executive Di	\$46,800	<b>\$46,800</b>	2023
<a href="#">Spring Of Hope International</a>	WA	\$374,624	Executive Di	\$48,000	<b>\$46,623</b>	2024
<a href="#">Veterans And Family Assistance</a>	GA	\$374,708	Executive Di	\$100,000	<b>\$97,131</b>	2024
<a href="#">Lifeways North America</a>	OK	\$371,299	Vice President	\$50,875	<b>\$49,415</b>	2024
<a href="#">Minority Millennials</a>	NY	\$374,942	President	\$31,918	<b>\$31,918</b>	2023
<a href="#">Woodstock Area Adult Day Services Inc</a>	VT	\$374,977	Director	\$77,640	<b>\$75,413</b>	2024
<a href="#">Able Community Development Foundation</a>	CA	\$375,244	President/ceo	\$70,000	<b>\$67,992</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Man Up Club</a>	MN	\$375,696	Executive Dir.	\$40,000	<b>\$38,852</b>	2024
<a href="#">Concerned Dewitt Citizens Ltd</a>	IA	\$370,336	Executive Di	\$47,961	<b>\$47,961</b>	2023
<a href="#">Dream Believe Transforming Lives Corp</a>	FL	\$375,964	Clergy Clinician	\$98,146	<b>\$95,330</b>	2024
<a href="#">Chiron Center Inc</a>	CA	\$370,186	Executive Dir.	\$21,000	<b>\$21,000</b>	2023
<a href="#">Ashas Refuge</a>	TN	\$376,090	President-executive Director	\$42,000	<b>\$40,795</b>	2024
<a href="#">Dream Team Foundation Inc</a>	NC	\$369,829	Executive Director	\$42,292	<b>\$41,079</b>	2024
<a href="#">Golden Rule Services</a>	CA	\$376,361	Fndr & Ex. Dir.	\$65,402	<b>\$65,402</b>	2023
<a href="#">International House Philadelphia Inc</a>	PA	\$369,626	President & Ceo (Until 10/22)	\$118,001	<b>\$118,001</b>	2023
<a href="#">Enlightened Solutions</a>	OH	\$376,844	Managing Director	\$100,000	<b>\$94,627</b>	2025

**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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	1070 organizations. Compensation range \$300–\$299,919; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$373,083); for reference, expenses \$366,696 and assets \$354,869.
ROLE MATCH	Liliana Aponte, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	47 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 23 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	4 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	4 <sup>th</sup>
Reportable pay only (column D), adjusted	8 <sup>th</sup>
All sources (D + E + F), adjusted	4 <sup>th</sup>

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 (Liliana Aponte) 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 1070 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 4<sup>th</sup> 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.