

Fundacion Yo Puedo Inc

Executive Director / CEO

EIN 660776795

PR · NTEE K30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Yaritza Rivera Cruzado, Executive Director / CEO** (\$2,395) against **every comparable organization** that fit the selection criteria — **97** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Yaritza Rivera Cruzado — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (K30).

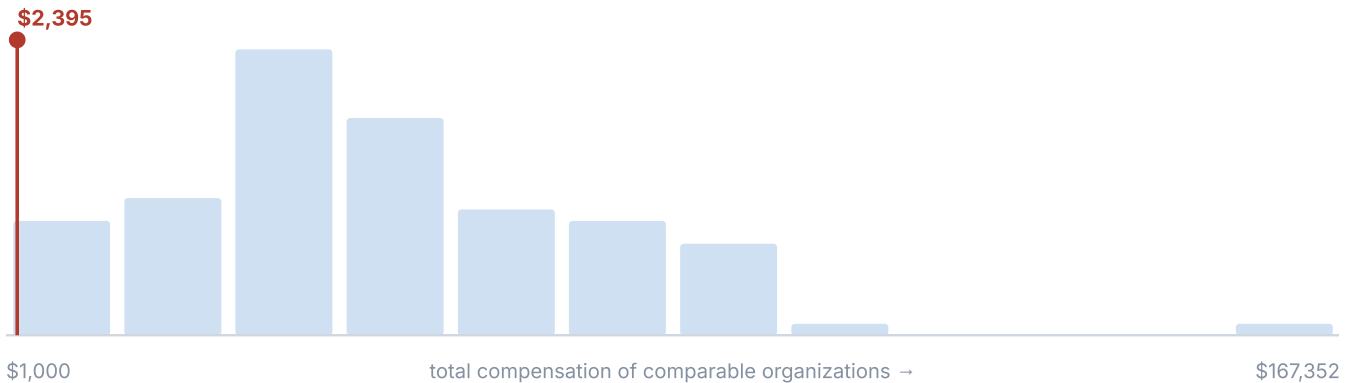
BUDGET Total revenue between \$157,898 and \$353,505 — 0.67x to 1.50x the subject's \$235,670 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (K30), nationwide + budget 0.67–1.5x revenue.

97 organizations qualified on sector, size, and geography

→ **97** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,895

\$31,763

\$44,221

\$60,211

\$83,928

\$2,395

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 1ST
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\$2,395



● 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
5loaves2fishmi	MI	\$235,864	Secretary	\$15,000	\$15,000	2024
Musically Fed	AZ	\$236,845	Executive Director - Founder	\$84,500	\$84,500	2024
Dig In Yancey Community Garden	NC	\$236,988	Executive Director	\$44,972	\$44,972	2024
Northwest Mutual Aid Collective Inc	PA	\$233,724	Executive Director	\$70,901	\$72,995	2023
Shelbyville Community Soup Kitchen	TN	\$237,980	Employee	\$41,100	\$41,100	2024
Table Of Plenty Hmb	CA	\$238,096	Executive Director	\$49,154	\$50,606	2023
Seven Loaves Soup Kitchen Inc	PA	\$233,043	Mission Coordinator	\$12,000	\$12,000	2024
Sfmv Inc	FL	\$232,360	Market Manager	\$44,136	\$51,090	2021
Travelers Rest Farmers Market	SC	\$239,400	Executive Di	\$46,686	\$46,686	2024
Katie's Kroeps	SC	\$241,388	President	\$48,000	\$51,444	2022
The Preservery Foundation	CO	\$241,628	Executive Director	\$110,000	\$110,000	2024
Hungry World Farm	IL	\$241,844	Executive Director	\$18,995	\$19,556	2023
Stone Soup	UT	\$228,935	Executive Di	\$2,500	\$2,500	2024
Mothers For Mothers Postpartum Justice Project	CA	\$227,724	President	\$24,000	\$24,000	2024
Kettering Back Pack Inc	OH	\$226,497	Executive Director	\$19,128	\$19,693	2023
A Best Choice Mobile Ultrasound And	VA	\$225,974	Executive Di	\$87,300	\$89,879	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Petare-latam Foundation Inc	FL	\$245,674	Treasurer	\$32,350	\$32,350	2024
First Fruits Of The Ridge Inc	GA	\$224,418	Lead Pastor	\$65,000	\$65,000	2024
Our Daily Bread	MS	\$222,786	Executive Director	\$18,750	\$19,304	2023
Food Is Free Albuquerque Chapter	NM	\$222,630	Managing Dir	\$33,111	\$34,089	2023
Colorado Farm To Table Inc	CO	\$248,995	Executive Dir.	\$39,350	\$39,350	2024
Helps Outreach Inc	FL	\$218,935	Pres/treas/b	\$86,000	\$86,000	2024
Spice Field Kitchen Inc	OH	\$217,984	Coo	\$72,365	\$70,500	2025
Ma'alot Farms	CA	\$217,861	Executive Director/secretary	\$35,050	\$36,085	2023
Putney Foodshelf Inc	VT	\$217,212	Executive Director	\$59,241	\$57,714	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 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 97 organizations. Compensation range \$1,000–\$167,352; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$235,670); for reference, expenses \$63,042 and assets \$250,758. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Yaritza Rivera Cruzado, reported title "*PRESIDENT*", 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 2 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	1 st
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	3 rd
All sources (D + E + F), adjusted	1 st

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 (Yaritza Rivera Cruzado) 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 97 similarly situated organizations (Same NTEE sector (K30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,395 is reasonable (approximately the 1st 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.