

# Centro De Apoyo Integrado Y Kinesiologia Energetic

Executive Director / CEO

EIN 660883195  
 PR · NTEE E60  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Wanda Pacheco, Executive Director / CEO** (\$36,254) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38<sup>th</sup>** percentile of comparable organizations within the typical range

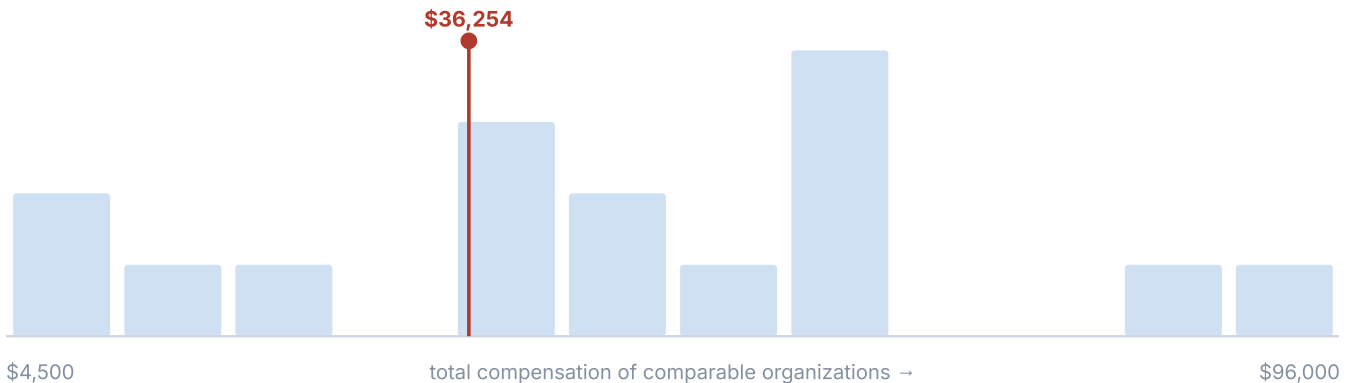
**Benchmarked executive:** Wanda Pacheco — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E60).
BUDGET	Total revenue between \$73,576 and \$164,722 — 0.67x to 1.50x the subject's \$109,815 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E60), nationwide + budget 0.67–1.5x revenue.

**16** organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$11,536</b> 10TH	<b>\$33,262</b> 25TH	<b>\$46,885</b> MEDIAN	<b>\$60,621</b> 75TH	<b>\$73,707</b> 90TH	<b>\$36,254</b> THIS ORG · 38TH
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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="#">Community Emergency Medical</a>	AZ	\$109,427	Director	\$96,000	<b>\$96,000</b>	2024
<a href="#">Well-help Inc</a>	OH	\$107,883	Office Coordinator	\$12,439	<b>\$12,439</b>	2024
<a href="#">Face2face Healing Inc</a>	PA	\$114,738	Executive Director Co-founder	\$35,500	<b>\$35,500</b>	2024
<a href="#">Brain Injury Association Of Illinois</a>	IL	\$99,647	Executive Director	\$58,300	<b>\$58,300</b>	2024
<a href="#">Be Healthy Inc</a>	FL	\$97,263	President	\$61,800	<b>\$61,800</b>	2024
<a href="#">Ryan Gordy Foundation</a>	CA	\$122,526	Director Of Operations	\$10,633	<b>\$10,633</b>	2024
<a href="#">Honoring Choices Virginia Inc</a>	VA	\$127,137	Executive Of	\$26,546	<b>\$26,546</b>	2024
<a href="#">Southeastern Massachusetts Emergenc</a>	MA	\$129,000	Medical Dire	\$4,500	<b>\$4,500</b>	2024
<a href="#">Pivotal Health &amp; Wellness Inc</a>	KS	\$89,848	President	\$58,500	<b>\$60,228</b>	2023
<a href="#">St Marys Community Care Professionals</a>	NY	\$88,338	President & Ceo	\$84,043	<b>\$84,043</b>	2024
<a href="#">Peace Out Cancer Chair Inc</a>	KS	\$86,654	Co-founder	\$36,000	<b>\$36,000</b>	2024
<a href="#">Volunteer For Dental</a>	MI	\$143,036	Executive Director	\$63,370	<b>\$63,370</b>	2024
<a href="#">Eric Paredes Save A Life Foundation</a>	CA	\$149,486	Co-executive Director	\$44,563	<b>\$45,879</b>	2023
<a href="#">Foundation For Healthy Floridians</a>	FL	\$157,311	Ceo	\$47,890	<b>\$47,890</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Jpatible Inc</a>	FL	\$158,267	Director	\$42,308	<b>\$42,308</b>	2024
<a href="#">Tip It Forward</a>	KY	\$163,364	Exec Dir And	\$53,858	<b>\$53,858</b>	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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	16 organizations. Compensation range \$4,500–\$96,000; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$109,815); for reference, expenses \$93,353 and assets \$51,366.
ROLE MATCH	Wanda Pacheco, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	38 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	38 <sup>th</sup>
Reportable pay only (column D), adjusted	50 <sup>th</sup>
All sources (D + E + F), adjusted	31 <sup>st</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 (Wanda Pacheco) 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 16 similarly situated organizations (Same NTEE sector (E60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,254 is reasonable (approximately the 38<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.