

Fundacion Bucarabon Inc

Executive Director / CEO

EIN 660910567

PR · NTEE S32

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jacqueline Perez, Executive Director / CEO** (\$21,707) against **every comparable organization** that fit the selection criteria — **429** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

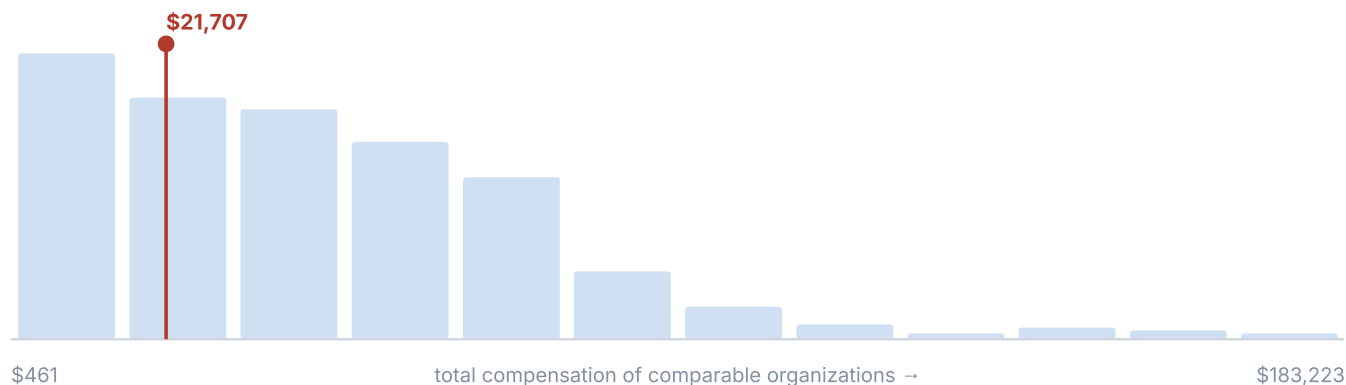
Benchmarked executive: Jacqueline Perez — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S32).
BUDGET	Total revenue between \$74,374 and \$166,510 — 0.67x to 1.50x the subject's \$111,007 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

429 organizations qualified on sector, size, and geography → **429** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,733	\$17,401	\$37,881	\$60,000	\$80,856	\$21,707
---------	----------	----------	----------	----------	----------



■ 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
Mbi Industry Advocacy Fund	IA	\$110,721	President	\$21,070	\$20,466	2024
Lakewood Seward Park Community	WA	\$111,789	Executive Dire	\$20,017	\$20,017	2023
Philadelphia Real Estate Council	PA	\$112,046	Chairman And Founder	\$95,437	\$95,437	2023
Ga Assoc For Home Health Agencies	GA	\$109,717	Executive Director	\$70,040	\$68,031	2024
Mississippi Economic Growth All-	MS	\$112,426	President's	\$90,000	\$87,418	2024
Christmas In April St Marys County	MD	\$109,551	Executive Director	\$54,750	\$51,808	2025
The Crn Foundation	DC	\$109,451	Ceo	\$93,404	\$93,404	2023
Northwest Nebraska Development Corp	NE	\$112,564	Executive Di	\$55,093	\$53,512	2024
International Federation Of	NY	\$112,599	Treasurer	\$11,000	\$11,451	2022
Family Peace Project Inc	TX	\$109,386	Executive Dir.	\$39,226	\$38,101	2024
Asian American Resource Foundation Inc	GA	\$112,646	President	\$16,667	\$16,667	2023
Economic And Community Growth	PA	\$109,285	President/ce	\$43,001	\$41,767	2024
Turning Lives Around	MN	\$109,125	Chief Executive Officer	\$41,868	\$39,619	2025
Decatur County Development Corp	IA	\$108,957	Executive Director	\$45,824	\$44,509	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lonmark International	CA	\$108,950	Executive Director	\$19,800	\$18,736	2025
Charlotteeast	NC	\$108,731	Executive Director	\$75,000	\$72,848	2024
Greater Topeka Partnership Foundation	KS	\$113,645	President & Ceo	\$51,343	\$51,343	2023
Petaluma Gap Winegrowers Alliance	CA	\$108,361	Executive Di	\$53,050	\$51,528	2024
Upshur County Convention And Visitors Bureau Corp	WV	\$108,227	Executive Director	\$31,917	\$30,202	2025
Local 500 Building Corp	MD	\$113,998	President	\$25,618	\$24,883	2024
145 Hudson Realty Corp	CA	\$108,000	Executive Dir.	\$33,861	\$33,861	2023
Loving Library	AZ	\$107,908	Ceo	\$30,000	\$29,139	2024
Town Square Inc	NY	\$107,852	Executive Director	\$30,000	\$29,139	2024
New York Passive House Inc	NY	\$107,782	Executive Di	\$32,610	\$31,674	2024
Home Builders Assoc Of Central	VA	\$107,659	Executive Di	\$57,924	\$56,262	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 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	429 organizations. Compensation range \$461–\$183,223; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$111,007); for reference, expenses \$136,247 and assets \$68,804.
ROLE MATCH	Jacqueline Perez, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	109 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	30 th
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	23 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 (Jacqueline Perez) 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 429 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,707 is reasonable (approximately the 30th 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.