

Mi Patria Pr

Executive Director / CEO

EIN 661010693
 PR · NTEE R60
 FY ending 2025-04-30
June 9, 2026

This analysis benchmarks the total compensation of **Raymond Collazo, Executive Director / CEO** (\$11,249) against **every comparable organization** that fit the selection criteria — **357** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

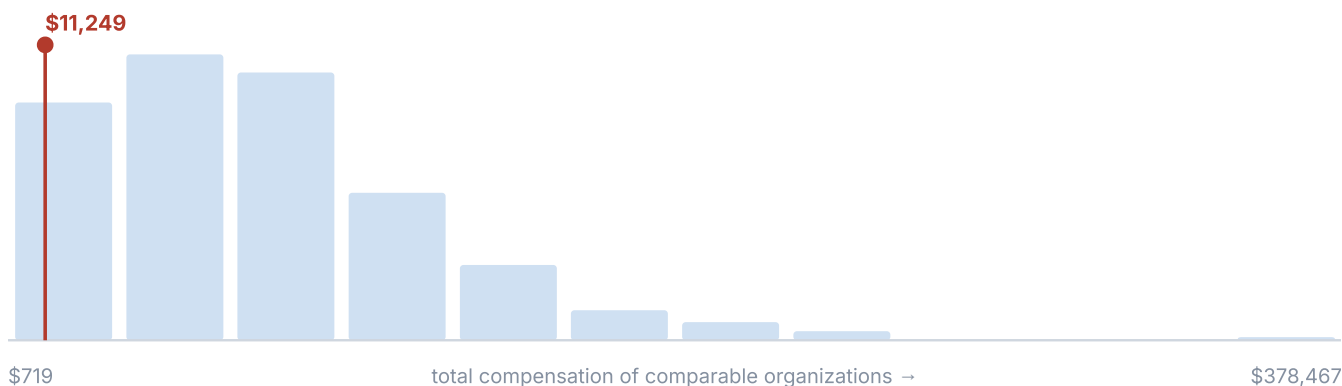
Benchmarked executive: Raymond Collazo — reported title “Co-Chair & Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R60).
BUDGET	Total revenue between \$181,163 and \$405,589 — 0.67x to 1.50x the subject's \$270,393 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

357 organizations qualified on sector, size, and geography → **357** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,963	\$37,478	\$64,667	\$96,784	\$133,440	\$11,249
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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
Palm Beach Fellowship Of Christians And	FL	\$270,435	Executive Director	\$78,350	\$80,423	2024
Public Accountability	OR	\$269,630	Secretaryexecutive Director	\$50,000	\$51,323	2024
Article Iii Foundation	VA	\$269,620	Evp	\$12,000	\$12,681	2023
Center For Justice And Democracy	NY	\$269,313	President	\$150,000	\$153,969	2024
Fort Wayne Pride Incorporated	IN	\$271,572	President	\$20,000	\$21,136	2023
Salt & Light Council	CA	\$269,154	President	\$24,000	\$24,000	2025
The Buffalo Trace Casa Program Inc	KY	\$268,498	Executive Dir.	\$72,431	\$72,431	2025
Be Present Inc	GA	\$268,392	Co-leader Of Transformative Action/ceo	\$18,750	\$19,815	2023
Radical Registrars	TX	\$273,339	Executive Dir.	\$87,278	\$89,587	2024
Dont Shoot Portland	OR	\$273,365	Program Direct	\$160,000	\$169,084	2023
Feminists In Swana Fem-swana Inc	DC	\$273,818	President And Treasurer	\$102,000	\$107,791	2023
Adrc Action	AZ	\$273,917	Co-executive Director, Programs	\$109,925	\$116,166	2023
Drm Supporting Corp	MI	\$273,966	Executive Officer	\$18,128	\$18,608	2024
Life Matters Worldwide	MI	\$274,020	President	\$83,500	\$85,709	2024
Casa - 15th Judicial Circuit	IL	\$266,550	Executive Director	\$71,250	\$73,135	2024
World Without Hate Inc	WA	\$266,442	Founder & President	\$38,000	\$40,158	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Feminists Choosing Life Of Ny Inc	NY	\$265,567	Executive Director	\$97,438	\$102,970	2023
Moveon Education Fund	OR	\$265,211	Executive Director	\$7,769	\$7,975	2024
Organization For Polyamory And	CA	\$275,610	Executive Dir.	\$69,173	\$73,100	2023
Court Appointed Special Advocate Of	CA	\$264,947	Former Executive Director	\$76,923	\$78,958	2024
Mission Mississippi	MS	\$275,971	President	\$110,000	\$112,910	2024
1 Million Madly Motivated Moms	NV	\$276,045	President	\$59,583	\$61,159	2024
Ruth's List Florida Action	FL	\$276,147	Chief Executive Officer & Executive Director	\$45,747	\$46,957	2024
Comic Book Legal Defense Fund Inc	OR	\$276,582	Executive Director	\$110,000	\$112,910	2024
Future Georgia Inc DbA Georgia Values Action	GA	\$276,804	Chair	\$136,844	\$140,465	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 2025 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 357 organizations. Compensation range \$719–\$378,467; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$270,393); for reference, expenses \$122,350 and assets \$170,728. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Raymond Collazo, reported title <i>"Co-Chair & Treasurer"</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	37 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	5 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	4 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 (Raymond Collazo) 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 357 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,249 is reasonable (approximately the 5th 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.