

The Mascarenas Foundation

Executive Director / CEO

EIN 742947494

TX · NTEE T30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jose Manuel Mascarenas Haas, Executive Director / CEO** (\$25,500) against **every comparable organization** that fit the selection criteria — **140** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

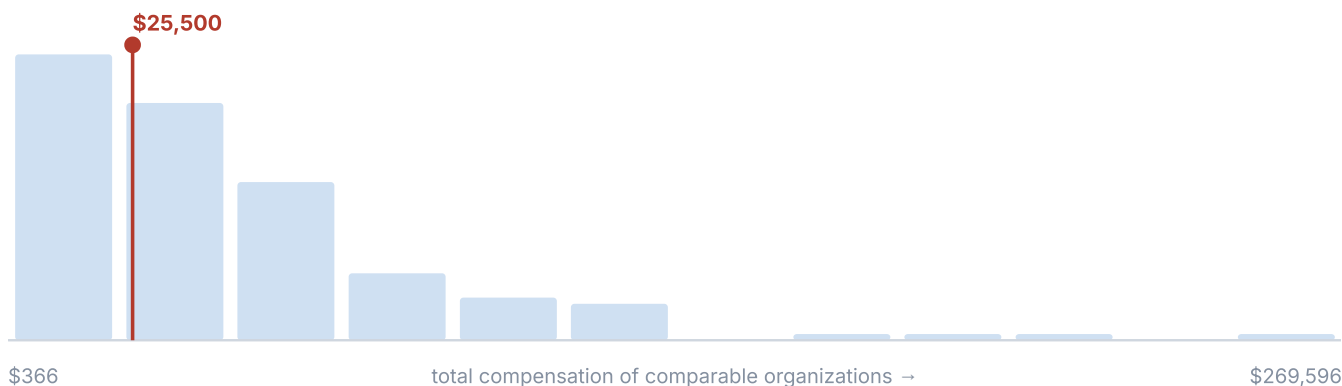
Benchmarked executive: Jose Manuel Mascarenas Haas — reported title “Vice President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$107,334 and \$240,300 — 0.67x to 1.50x the subject's \$160,200 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

140 organizations qualified on sector, size, and geography → **140** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,484 10TH	\$15,802 25TH	\$36,451 MEDIAN	\$59,184 75TH	\$96,079 90TH	\$25,500 THIS ORG · 37TH
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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), normalized to TX cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
David & Ruth Moskowitz Family Charitable	OH	\$160,207	Trustee	\$54,292	\$59,184	2023
Roswell Sertoma Club Inc	NM	\$160,632	Secretary	\$5,008	\$5,385	2024
Nwa Challenge For Hope Inc	AR	\$158,642	Executive Director	\$28,000	\$32,393	2023
Curing Retinal Blindness	OH	\$158,539	Ceo	\$49,332	\$53,777	2023
Torch Foundation	CA	\$162,480	President & Ceo	\$151,000	\$134,198	2023
Canoeing For Kids	SC	\$162,581	Exexecutive Dir	\$31,500	\$32,852	2024
Women In Charge	MO	\$163,296	Co-executive Director	\$9,756	\$10,330	2024
Royal Promise	MN	\$163,641	President	\$3,000	\$2,963	2024
The Above And Beyond Foundation	IL	\$164,349	Treasurer	\$1,590	\$1,563	2024
Berkeley College Foundation	NJ	\$164,413	Executive Director	\$43,966	\$38,231	2025
Chase Brexton Realty Inc	MD	\$155,000	Vice President	\$82,902	\$77,481	2024
Hope's In Nfp	IL	\$154,887	Director	\$56,249	\$55,282	2024
Oak Hills Memorial Foundation Inc	MN	\$165,636	Administrator	\$31,555	\$31,170	2024
Rotary Club Of The Villages Foundation Inc	FL	\$166,275	Treasurer	\$1,200	\$1,098	2025
Sertoma International Nashville	TN	\$167,054	Executive Director	\$25,000	\$25,594	2025
Oberry Center Foundation Inc	NC	\$167,433	Executive Director	\$55,635	\$57,468	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jewish Foundation For Group Homes	MD	\$152,614	Makom's Ceo	\$49,503	\$46,266	2024
Friends Of Mend Inc	NJ	\$152,157	Treasurer	\$18,012	\$16,077	2024
Wallance County Foundation	KS	\$168,299	Chairperson	\$5,088	\$5,495	2024
Beyond The Fairways Foundation	IA	\$151,893	Executive Director	\$113,300	\$127,681	2023
Friends Of Laguna Atascosa National	TX	\$150,199	Executive Dir.	\$12,571	\$12,571	2024
Peace Properties Inc	MA	\$150,093	Executive Director	\$35,094	\$31,526	2024
Project Share Inc	NY	\$149,085	Executive Director	\$70,564	\$65,626	2023
The Professional Peace Officers Star And	CA	\$171,548	President	\$2,490	\$2,149	2024
Texas Christian Foundation	TX	\$173,694	Relationship Manager	\$103,507	\$103,507	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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. To compare fairly across regions and years, peer compensation is normalized to TX cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). 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	140 organizations. Compensation range \$366–\$269,596; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$160,200); for reference, expenses \$150,253 and assets \$18,931.
ROLE MATCH	Jose Manuel Mascarenas Haas, reported title " <i>Vice President</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	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	37 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	24 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 (Jose Manuel Mascarenas Haas) 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 140 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,500 is reasonable (approximately the 37th 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.