

# La Voz Del Consolador

Executive Director / CEO

EIN 752761878

TX · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Andres E Portes, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **213** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42<sup>nd</sup>** percentile of comparable organizations within the typical range

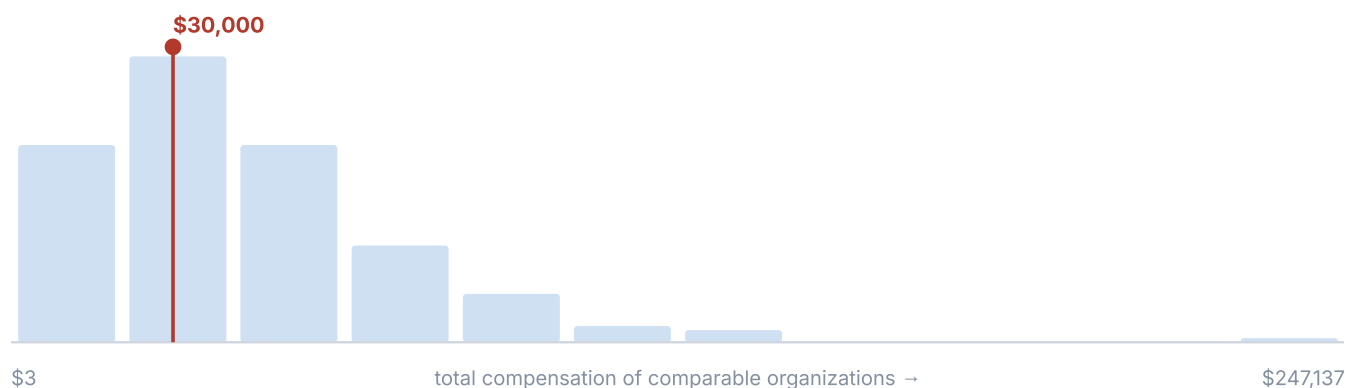
**Benchmarked executive:** Andres E Portes — reported title “Media”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$75,911 and \$169,951 — 0.67x to 1.50x the subject's \$113,301 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**213** organizations qualified on sector, size, and geography → **213** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$9,185	\$21,267	\$36,766	\$56,980	\$80,264	\$30,000
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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
<a href="#">Avenues Foundation</a>	PA	\$113,617	Executive Director	\$27,981	<b>\$27,895</b>	2023
<a href="#">Its Time A Houghton Family Global</a>	UT	\$112,621	Director - R	\$33,600	<b>\$33,392</b>	2024
<a href="#">Our Sisters Closet Inc</a>	AL	\$114,120	President	\$38,142	<b>\$40,012</b>	2024
<a href="#">Virtues Matter Inc</a>	MD	\$112,221	President And Ceo	\$63,333	<b>\$59,192</b>	2023
<a href="#">Wnyhoo-now Inc</a>	MO	\$114,482	Ceo, President & Treasurer	\$88,846	<b>\$91,373</b>	2024
<a href="#">Bayouclinic Inc</a>	AL	\$111,673	Executive Director	\$106,204	<b>\$114,700</b>	2023
<a href="#">Central Avenue Center Of Hope Inc</a>	KS	\$111,517	Execuitive Director	\$35,150	<b>\$37,962</b>	2023
<a href="#">Globalfest Inc</a>	NY	\$111,384	President	\$13,440	<b>\$12,141</b>	2023
<a href="#">The Roadie Clinic Inc</a>	MI	\$115,316	Ceo	\$18,000	<b>\$18,041</b>	2024
<a href="#">This Star Won't Go Out Inc</a>	MA	\$111,130	Executive Director	\$24,000	<b>\$20,941</b>	2024
<a href="#">Rural Housing Partnership</a>	VA	\$111,091	Executive Director	\$7,190	<b>\$6,741</b>	2024
<a href="#">Less Leg More Heart</a>	NH	\$116,429	President	\$15,850	<b>\$14,631</b>	2023
<a href="#">Jackson In Action 83 Foundation Inc</a>	FL	\$110,156	Executive Director	\$54,000	<b>\$49,258</b>	2024
<a href="#">Fraternal Order Of Eagles</a>	MI	\$116,467	President	\$150	<b>\$147</b>	2025
<a href="#">Helping Hands Of Middle &amp; West Tennessee</a>	TN	\$116,475	Ceoprogram Director	\$82,000	<b>\$81,537</b>	2025
<a href="#">Helping Hands Ministry</a>	TN	\$109,695	President	\$9,070	<b>\$9,531</b>	2023
<a href="#">Mcsy Qalicb Ymca (6859-so1)</a>	WA	\$109,368	Director/president	\$42,956	<b>\$37,344</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Greater Louisville Intergroup Inc</a>	KY	\$109,188	Coo	\$35,700	<b>\$37,243</b>	2024
<a href="#">Refugio Ministries Inc</a>	GA	\$117,819	President	\$66,709	<b>\$65,130</b>	2024
<a href="#">Delaware Family Restoration Services Inc</a>	DE	\$117,989	Dir Development	\$60,775	<b>\$57,783</b>	2024
<a href="#">Seasons Village Inc</a>	NC	\$107,869	Program Director	\$52,000	<b>\$53,713</b>	2023
<a href="#">Virtuemedial Inc</a>	GA	\$107,745	President & Founder	\$83,197	<b>\$83,627</b>	2023
<a href="#">Texas Association Of Soccer Coaches</a>	TX	\$119,065	Chief Operat	\$18,125	<b>\$17,605</b>	2024
<a href="#">Social Science Observatory</a>	CA	\$119,170	President	\$89,100	<b>\$76,914</b>	2023
<a href="#">Sheltering Grace Ministry Ltd</a>	GA	\$119,327	President/ex	\$20,629	<b>\$20,141</b>	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 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. 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	213 organizations. Compensation range \$3–\$247,137; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$113,301); for reference, expenses \$93,020 and assets \$192,020.
ROLE MATCH	Andres E Portes, reported title " <i>Media</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 6 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	42 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	40 <sup>th</sup>
Reportable pay only (column D), adjusted	49 <sup>th</sup>
All sources (D + E + F), adjusted	35 <sup>th</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 (Andres E Portes) 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 213 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 42<sup>nd</sup> 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.