

Amigos The Richmond Latino Center Inc

Executive Director / CEO

EIN 800636080

IN · NTEE Q99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Patty Lamson, Executive Director / CEO** (\$28,912) against **every comparable organization** that fit the selection criteria — **638** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

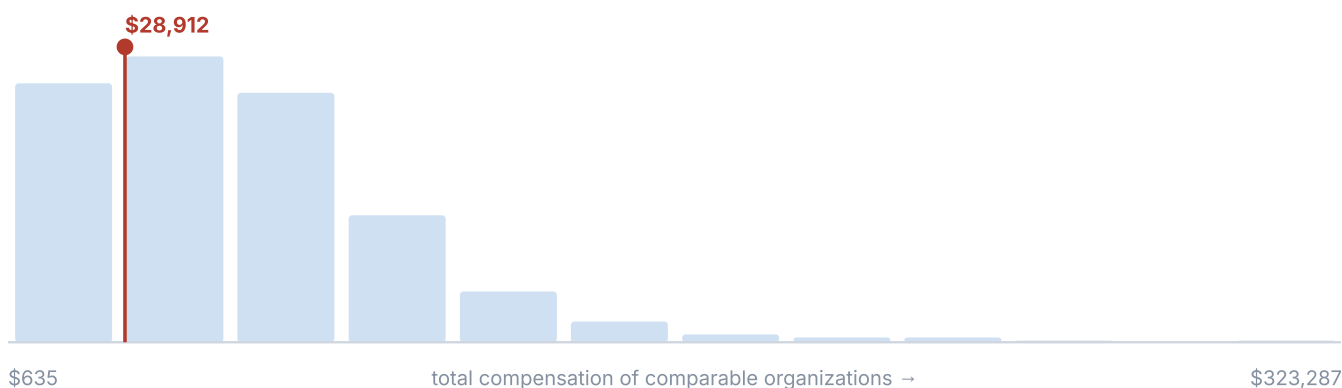
Benchmarked executive: Patty Lamson — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q99).
BUDGET	Total revenue between \$235,774 and \$527,853 — 0.67x to 1.50x the subject's \$351,902 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

638 organizations qualified on sector, size, and geography → **638** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,031	\$27,164	\$50,843	\$76,330	\$103,784	\$28,912
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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 IN 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
World Wide Hispanic Outreach Inc	IN	\$351,602	Executive Director	\$24,000	\$24,000	2024
Apple Of His Eye Charity	OR	\$352,778	Executive Dir.	\$36,365	\$32,023	2024
Maternal Life International	MT	\$350,286	Co-executive Director	\$60,000	\$61,330	2024
Community Asylum Seekers Project Inc	VT	\$354,292	Executive Director	\$58,600	\$57,583	2023
Women In The Window International Inc	FL	\$349,140	Executive Director	\$79,217	\$72,653	2023
Global Philadelphia Associaton Inc	PA	\$349,036	President	\$110,000	\$107,093	2023
Silent Images Inc	NC	\$354,885	Executive Director	\$83,500	\$81,814	2024
The Albert Einstein Institution Inc	MA	\$348,522	Executive Director/secretary	\$104,285	\$91,488	2023
Children Of Zion Of Maryland Inc	MD	\$348,515	Executive Director	\$39,000	\$34,575	2024
Mexico Ministries Inc	TX	\$348,483	President	\$35,896	\$35,055	2023
Heidelberg University Association	NY	\$348,195	Exec. Direct	\$74,769	\$64,068	2024
Warm Heart Worldwide Inc	NJ	\$348,115	Secretary	\$6,000	\$5,080	2024
Hands Up For Haiti Inc	NY	\$355,875	Past Executive Director	\$18,138	\$15,542	2024
Love Mercy Inc	KS	\$347,924	President	\$36,725	\$38,734	2023
Aarti For Girls Inc	TX	\$347,788	Vp & Treasurer	\$25,000	\$23,714	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Master's Mission Inc	SC	\$356,102	Administrato	\$16,670	\$16,978	2023
Latin American Missions Board Inc	WI	\$356,780	Missionary D	\$32,998	\$32,679	2024
Mission Housing Ministries Inc	FL	\$346,937	Director	\$59,896	\$53,357	2024
Angel Of Faith Non Profit Organization	CA	\$346,809	President	\$82,500	\$67,553	2024
Junior Achievement Of Southern Ma	MA	\$346,789	President & Ceo	\$90,424	\$79,329	2023
Project Soar Marrakech	DC	\$357,057	Co-founder & Ceo	\$48,379	\$40,258	2024
United Nations Association Of The National	DC	\$346,700	President	\$101,488	\$84,451	2024
Witness For Peace	MN	\$357,179	Secretary	\$16,741	\$16,149	2023
University Alliance Ruhr Inc	NY	\$357,426	Executive Di	\$130,000	\$111,394	2024
The Tamarindo Foundation Inc	IN	\$346,182	Executive Director	\$120,753	\$120,753	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 **638** organizations. Compensation range \$635–\$323,287; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$351,902); for reference, expenses \$344,484 and assets \$255,844.

ROLE MATCH	Patty Lamson, reported title " <i>DIRECTOR</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	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	27 th
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	26 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 (Patty Lamson) 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 638 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,912 is reasonable (approximately the 27th 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.