

Una Mano Una Esperanza

Executive Director / CEO

EIN 812230544

CO · NTEE P84

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Rosa Marie Vergil Garcia, Executive Director / CEO** (\$13,100) against **every comparable organization** that fit the selection criteria — **76** 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: Rosa Marie Vergil Garcia — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P84).

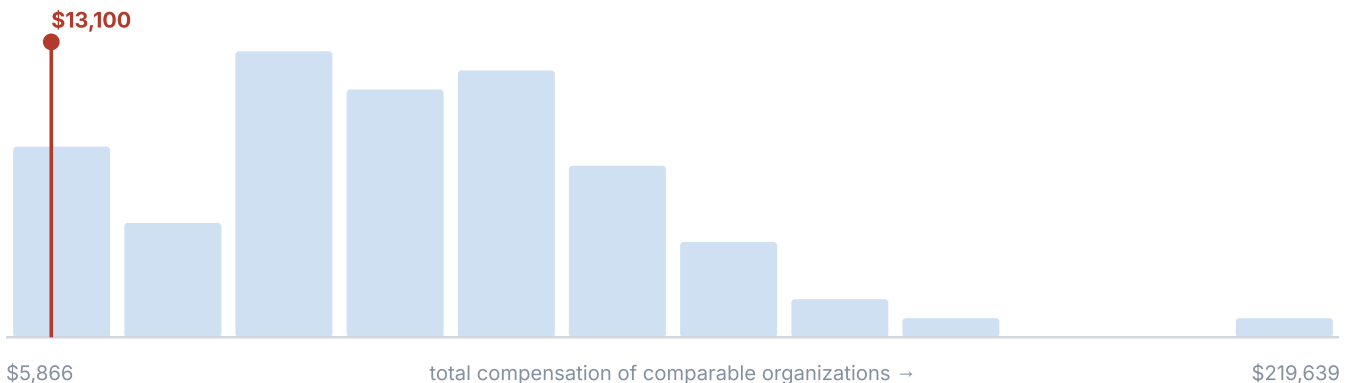
BUDGET Total revenue between \$331,555 and \$742,288 — 0.67x to 1.50x the subject's \$494,859 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P84), nationwide + budget 0.67–1.5x revenue.

76 organizations qualified on sector, size, and geography

→ **76** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,090

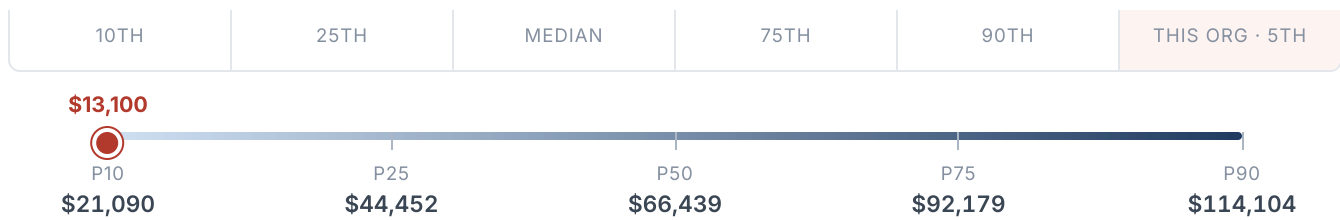
\$44,452

\$66,439

\$92,179

\$114,104

\$13,100



■ 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 CO 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
We Are One New Jersey Inc	NJ	\$497,755	Trustee	\$6,300	\$5,866	2024
New Neighbors Partnership Association	NY	\$491,695	Executive Director	\$70,140	\$66,098	2024
Uniendo Sentimientos Oregon	OR	\$484,457	Executive Director	\$35,072	\$34,970	2023
Haiti Cultural Exchange Inc	NY	\$484,209	Executive Director	\$84,000	\$79,160	2024
Irish Immigration Pastoral Center	CA	\$481,410	President	\$49,332	\$44,425	2024
La Plaza	CO	\$478,802	Executive Di	\$51,003	\$51,003	2024
Woori Center	PA	\$515,095	Executive Director	\$65,346	\$67,960	2024
Hearts And Homes For Refugees	NY	\$520,937	Founder & President	\$45,000	\$42,407	2024
Together & Free Inc	NY	\$465,803	Executive Director	\$125,000	\$121,277	2023
Milestone Community Developmen	MN	\$464,045	Executive Dr	\$89,048	\$91,763	2024
Life Of Hope	NY	\$527,060	Executive Di	\$55,908	\$54,242	2023
Upper Midwest American Indian Center	MN	\$460,962	Executive Director	\$30,251	\$32,095	2023
Pennsylvania Hias Indigent Immigrant	PA	\$460,825	Executive Director	\$23,826	\$24,779	2024
New Women New Yorkers Inc	NY	\$460,184	Ceo	\$68,646	\$66,602	2023
True Alliance Center Inc	MA	\$532,399	President	\$88,765	\$85,644	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gateway Of Grace	TX	\$455,143	Executive Director And Founder	\$89,000	\$95,588	2023
Alimentando Al Pueblo	WA	\$454,363	Executive Dir.	\$52,722	\$50,680	2023
Hispanic Liaison Of Chatham County	NC	\$450,071	Executive Di	\$76,248	\$82,163	2024
Iowa Congolese Organization And	IA	\$446,134	President	\$19,644	\$23,094	2023
Garces Family Foundation	PA	\$444,097	Executive Director	\$108,673	\$113,020	2024
El Pueblo	MS	\$443,718	Executive Director	\$55,167	\$65,969	2023
Anewamerica Community Corporation	CA	\$549,693	Ceo	\$100,024	\$90,075	2024
Reclaim Childhood Inc	MA	\$551,070	Executive Director	\$96,760	\$88,342	2025
Springs Of Living Water	HI	\$433,016	President	\$20,250	\$19,466	2023
Hispanic American Mission Inc	OK	\$432,272	Board Membervice President	\$53,250	\$61,150	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 76 organizations. Compensation range \$5,866–\$219,639; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$494,859); for reference, expenses \$402,793 and assets \$489,333.

ROLE MATCH	Rosa Marie Vergil Garcia, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	9 th
All sources (D + E + F), adjusted	5 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 (Rosa Marie Vergil Garcia) 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 10, 2026, comparing compensation against 76 similarly situated organizations (Same NTEE sector (P84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,100 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 10, 2026.