

# Fathers Building Futures

Executive Director / CEO

EIN 813215356

NM · NTEE P80

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Peter Sanchez, Executive Director / CEO** (\$6,373) against **every comparable organization** that fit the selection criteria — **200** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 7<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Peter Sanchez — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P80).

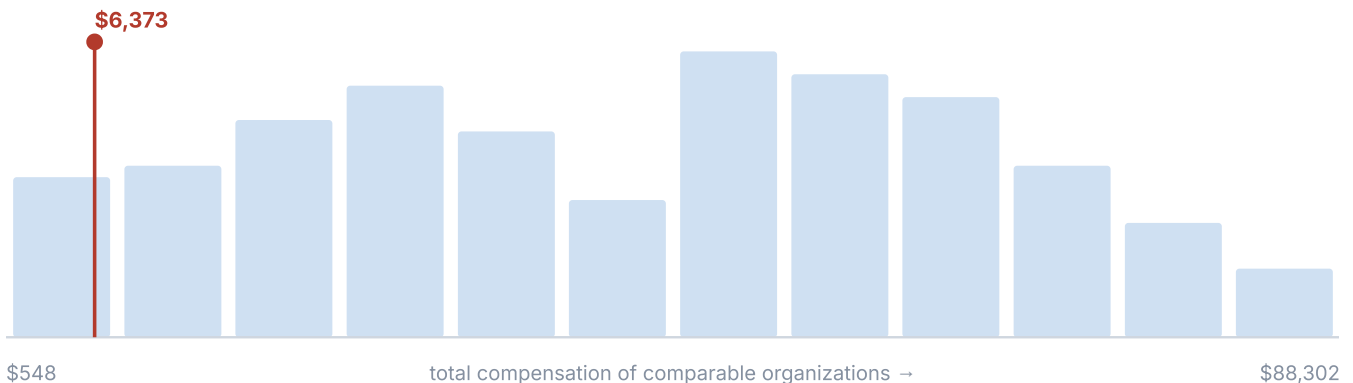
**BUDGET** Total revenue between \$141,443 and \$316,663 — 0.67x to 1.50x the subject's \$211,109 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

**200** organizations qualified on sector, size, and geography

→ **200** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,518	\$23,771	\$44,259	\$59,290	\$69,948	\$6,373
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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 NM 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="#">Helping Our Riders Succeed In Education</a>	TX	\$211,029	Executive Director	\$37,822	<b>\$34,167</b>	2024
<a href="#">Rice Foundation Inc</a>	PA	\$211,200	Exc. Director	\$91,367	<b>\$84,714</b>	2023
<a href="#">Deaf Ability Resource Inc</a>	CA	\$210,740	Ceo / President	\$84,100	<b>\$65,582</b>	2024
<a href="#">Mend On The Move</a>	MI	\$210,320	Executive Di	\$45,047	<b>\$43,230</b>	2023
<a href="#">Metro Apartments Inc</a>	MN	\$209,839	Executive Vice President	\$18,918	<b>\$17,380</b>	2023
<a href="#">Teen Talking Circles</a>	WA	\$213,038	Executive Director	\$92,367	<b>\$74,682</b>	2024
<a href="#">Erikas Closet</a>	NC	\$213,804	President	\$47,021	<b>\$43,876</b>	2024
<a href="#">Texas Burn Survivor Society Inc</a>	TX	\$208,307	Executive Dir.	\$48,000	<b>\$44,642</b>	2023
<a href="#">K9 Care Montana Inc</a>	MT	\$214,069	President	\$72,000	<b>\$70,089</b>	2024
<a href="#">Esperanza Immigration Legal Services</a>	PA	\$206,309	Executive Director	\$85,696	<b>\$79,456</b>	2023
<a href="#">Women Of Hope Resource Center Inc</a>	NJ	\$216,954	Acting Treasurer	\$60,060	<b>\$49,857</b>	2023
<a href="#">The Meeting Place One Inc</a>	NC	\$217,177	Executive Director	\$59,917	<b>\$57,561</b>	2023
<a href="#">Yanam2m</a>	CO	\$204,439	Ceo	\$54,680	<b>\$48,748</b>	2023
<a href="#">Unbridled Change</a>	VA	\$203,658	Exec Dir/pre	\$40,000	<b>\$35,909</b>	2023
<a href="#">Asi Boise Inc</a>	MN	\$218,621	President/treasurer	\$68,006	<b>\$60,685</b>	2024
<a href="#">Pawsitivity</a>	MN	\$218,770	Acting Secretary	\$31,400	<b>\$28,019</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Indian Council Of The Elderly Inc</a>	WI	\$203,080	Prog Coordinator	\$36,320	<b>\$34,255</b>	2024
<a href="#">Family Promise Of Cobb County</a>	GA	\$219,831	Executive Director	\$55,254	<b>\$51,654</b>	2023
<a href="#">North Carolina Statewide Independent</a>	NC	\$202,255	Executive Director	\$71,308	<b>\$66,539</b>	2024
<a href="#">In His Light Inc</a>	OH	\$220,081	President	\$89,670	<b>\$88,302</b>	2023
<a href="#">Nami Geauga County</a>	OH	\$220,116	Exec Dir -Ex	\$58,096	<b>\$55,568</b>	2024
<a href="#">The No Woman No Girl Initiative</a>	NC	\$220,833	Executive Di	\$49,000	<b>\$47,073</b>	2023
<a href="#">Surpassing Grace</a>	TX	\$201,340	Executive Director Board Chair	\$28,000	<b>\$25,294</b>	2024
<a href="#">Journey To Adult Success Inc</a>	WI	\$221,178	Executive Di	\$48,050	<b>\$45,317</b>	2024
<a href="#">Bethany Place Inc</a>	GA	\$221,413	President	\$24,000	<b>\$21,792</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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** 200 organizations. Compensation range \$548–\$88,302; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$211,109); for reference, expenses \$450,741 and assets \$164,569. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Peter Sanchez, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	7 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	6 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	95 <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 (Peter Sanchez) 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 200 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,373 is reasonable (approximately the 7<sup>th</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 10, 2026.