

# Artvango Therapeutic Services Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Yadira G Puente, Executive Director / CEO** (\$62,500) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59<sup>th</sup>** percentile of comparable organizations within the typical range

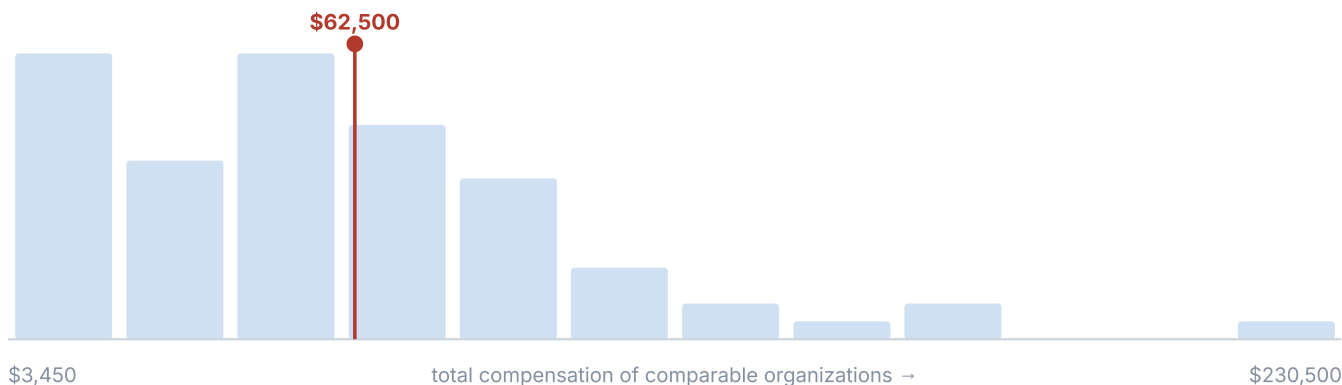
**Benchmarked executive:** Yadira G Puente — reported title “President and CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$281,347 and \$629,881 — 0.67x to 1.50x the subject's \$419,921 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + TX + budget 0.67–1.5x revenue.

**73** organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,773	\$23,749	\$53,422	\$80,813	\$108,127	\$62,500
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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="#">Youth Positive Impact Coaching</a>	TX	\$419,614	Ceo	\$83,200	<b>\$80,813</b>	2024
<a href="#">El Tesoro Foundation</a>	TX	\$416,389	President & Ceo	\$18,976	<b>\$18,432</b>	2024
<a href="#">Sound The Trumpet Ministries</a>	TX	\$415,683	President &	\$75,500	<b>\$73,334</b>	2024
<a href="#">Global Renewal Inc</a>	TX	\$426,132	President	\$48,600	<b>\$48,600</b>	2023
<a href="#">Bastrop Hope House</a>	TX	\$428,009	President	\$12,100	<b>\$12,100</b>	2023
<a href="#">Redemptive Faith Inc</a>	TX	\$401,026	President	\$47,584	<b>\$46,219</b>	2024
<a href="#">Loving Houston Inc</a>	TX	\$440,562	Exec Dir (Fo	\$83,833	<b>\$81,428</b>	2024
<a href="#">Haven Of Rest Ministries Inc</a>	TX	\$397,597	Executive Director	\$39,798	<b>\$39,798</b>	2023
<a href="#">Allied Womens Center Of San Antonio</a>	TX	\$395,709	At-large	\$68,000	<b>\$66,049</b>	2024
<a href="#">God's Open Door To Eternal Life Inc</a>	TX	\$393,169	President/ex	\$19,250	<b>\$18,698</b>	2024
<a href="#">Successful Connections Inc</a>	TX	\$392,686	Executive Di	\$80,000	<b>\$77,705</b>	2024
<a href="#">Raindrop Foundation San Antonio</a>	TX	\$451,138	Executive Ma	\$71,388	<b>\$71,388</b>	2023
<a href="#">Spirit Of Sharing Inc</a>	TX	\$387,998	Director	\$16,925	<b>\$16,925</b>	2023
<a href="#">Texas Christian Community Development Network</a>	TX	\$386,784	Executive Director	\$71,266	<b>\$71,266</b>	2023
<a href="#">In His Care Ministries</a>	TX	\$386,578	Ceo	\$122,500	<b>\$118,985</b>	2024
<a href="#">Hub City Outreach Center</a>	TX	\$385,543	Executive Director	\$52,737	<b>\$51,224</b>	2024
<a href="#">Crowley House Of Hope</a>	TX	\$385,389	Director Of Operations	\$57,717	<b>\$57,717</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Organization For The Development Of The Indigenous Maya - Odim</a>	TX	\$455,286	Executive Director	\$35,548	<b>\$34,528</b>	2024
<a href="#">Rosa Es Rojo Inc</a>	TX	\$455,811	Founder	\$62,640	<b>\$62,640</b>	2023
<a href="#">Bold Idea Inc</a>	TX	\$462,464	President & Ceo	\$104,121	<b>\$98,527</b>	2025
<a href="#">Partners In Hope - Texas</a>	TX	\$466,281	Executive Director	\$83,080	<b>\$83,080</b>	2023
<a href="#">The Barnabas Connection</a>	TX	\$468,825	Executive Director	\$72,486	<b>\$70,406</b>	2024
<a href="#">Fam Intentional Community</a>	TX	\$469,664	Executive Director	\$51,914	<b>\$50,425</b>	2024
<a href="#">Fatherless Network Or Widows And Orphans</a>	TX	\$363,779	President	\$42,000	<b>\$42,000</b>	2023
<a href="#">The Women's Center Of Tarrant County</a>	TX	\$479,779	President/ceo	\$22,865	<b>\$22,209</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** 73 organizations. Compensation range \$3,450–\$230,500; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$419,921); for reference, expenses \$366,482 and assets \$137,200.

**ROLE MATCH** Yadira G Puente, reported title *"President and CEO"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 4 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	59 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	59 <sup>th</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	53 <sup>rd</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 (Yadira G Puente) 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 73 similarly situated organizations (Same NTEE sector (P20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,500 is reasonable (approximately the 59<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 9, 2026.