

# El Puente Hispano

Executive Director / CEO

EIN 823260968

NC · NTEE S21

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Sandra Torres, Executive Director / CEO** (\$20,293) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 4<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

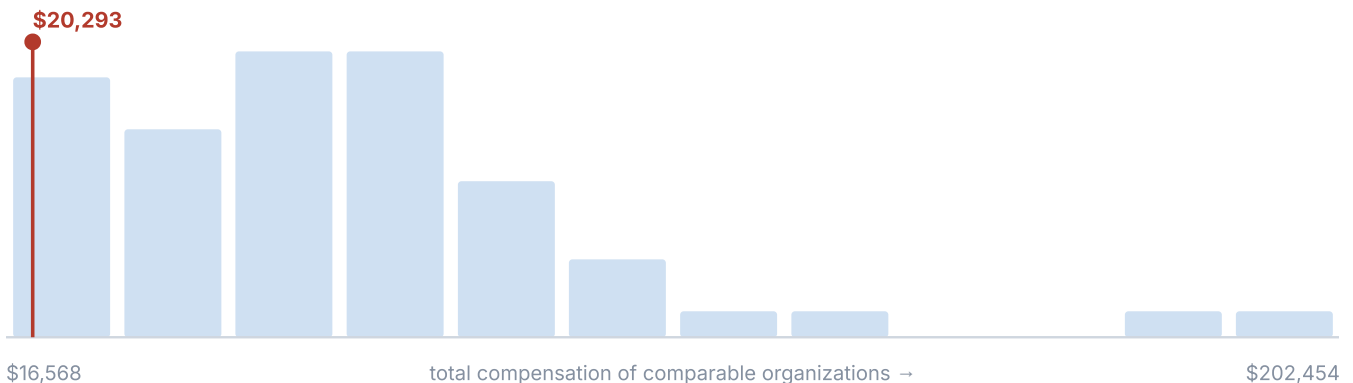
**Benchmarked executive:** Sandra Torres — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S21).
BUDGET	Total revenue between \$170,513 and \$381,747 — 0.67x to 1.50x the subject's \$254,498 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S21), nationwide + budget 0.67–1.5x revenue.

**53** organizations qualified on sector, size, and geography → **53** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$26,318	\$43,694	\$60,859	\$77,304	\$101,114	<b>\$20,293</b>
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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 NC 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="#">Payne-phalen Community Council</a>	MN	\$255,498	Executive Director	\$129,930	<b>\$131,307</b>	2023
<a href="#">Community Action Council Of Crow</a>	MN	\$253,081	Executive Di	\$62,000	<b>\$60,859</b>	2024
<a href="#">Gateway Eitc Community Coalition</a>	MO	\$256,128	Executive Director	\$72,450	<b>\$74,265</b>	2025
<a href="#">Pregnancy Outreach Clinic Of</a>	MT	\$248,866	Executive Di	\$36,806	<b>\$39,414</b>	2024
<a href="#">New Impact</a>	WA	\$247,260	Senior Product Manager	\$140,400	<b>\$124,873</b>	2024
<a href="#">Watkins Glen Promotions Inc</a>	NY	\$245,999	Executive Director	\$52,490	<b>\$48,510</b>	2023
<a href="#">Forever Elmwood Corporation</a>	NY	\$244,931	Executive Director	\$33,000	<b>\$29,623</b>	2024
<a href="#">The Society For Psychedelic Outreach</a>	CO	\$264,266	Chair	\$42,800	<b>\$43,694</b>	2022
<a href="#">Citizens For A Loring Park Community</a>	MN	\$243,591	Executive Director	\$80,582	<b>\$81,436</b>	2023
<a href="#">Friends Of The Columbia River Gateway</a>	WA	\$242,402	Store Manager	\$37,099	<b>\$33,970</b>	2023
<a href="#">Squirrel Hill Urban Coalition</a>	PA	\$241,719	Executive Dir.	\$52,800	<b>\$53,852</b>	2023
<a href="#">Citizens Of Louisville Organized And United Together Inc</a>	KY	\$241,396	Lead Organizer	\$67,904	<b>\$74,614</b>	2023
<a href="#">Community Cycles Of California Inc</a>	CA	\$268,858	Ceo	\$70,000	<b>\$61,820</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Interchurch Coalition For Action Reconciliation And Empowerment</a>	FL	\$269,014	Lead Organizer/ Ed	\$69,415	<b>\$64,781</b>	2024
<a href="#">Inspire Wisconsin Inc</a>	WI	\$237,754	Executive Di	\$83,487	<b>\$86,616</b>	2024
<a href="#">Board Of Latino Legislative Leaders</a>	TX	\$272,300	Executive Director	\$63,000	<b>\$62,605</b>	2024
<a href="#">Sheridan Service Center</a>	MT	\$233,421	Director	\$54,080	<b>\$56,418</b>	2025
<a href="#">Renewing Homes Of Greater Augusta Inc</a>	VA	\$228,987	Executive Dir.	\$17,730	<b>\$16,568</b>	2025
<a href="#">South Texan's Property Rights</a>	TX	\$280,821	Executive Di	\$55,000	<b>\$54,654</b>	2024
<a href="#">Pueblo Organizado En Defensa De La</a>	TX	\$225,929	Director	\$45,833	<b>\$46,890</b>	2023
<a href="#">Strategic Justice Initiatives Inc</a>	FL	\$283,125	Executive Director	\$216,938	<b>\$202,454</b>	2024
<a href="#">Nehda Inc</a>	NY	\$288,305	Executive Director	\$53,298	<b>\$46,611</b>	2025
<a href="#">Gramatan Village Inc</a>	NY	\$217,697	Executive Di	\$75,000	<b>\$67,325</b>	2024
<a href="#">Greensboro Community Television Inc</a>	NC	\$215,106	Executive Director	\$73,588	<b>\$75,535</b>	2024
<a href="#">Multiply Goodness</a>	ID	\$293,898	Director	\$40,833	<b>\$44,426</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2025 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 NC 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	53 organizations. Compensation range \$16,568–\$202,454; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$254,498); for reference, expenses \$197,654 and assets \$250,793.
ROLE MATCH	Sandra Torres, reported title "EXECUTIVE DIRECTOR", 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	3 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	4 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	4 <sup>th</sup>
Reportable pay only (column D), adjusted	4 <sup>th</sup>
All sources (D + E + F), adjusted	2 <sup>nd</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 (Sandra Torres) 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 53 similarly situated organizations (Same NTEE sector (S21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,293 is reasonable (approximately the 4<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.