

Hispanic Women Of Springfield

Executive Director / CEO

EIN 832048271

IL · NTEE A23

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ana Manriquez, Executive Director / CEO** (\$33,930) against **every comparable organization** that fit the selection criteria — **126** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

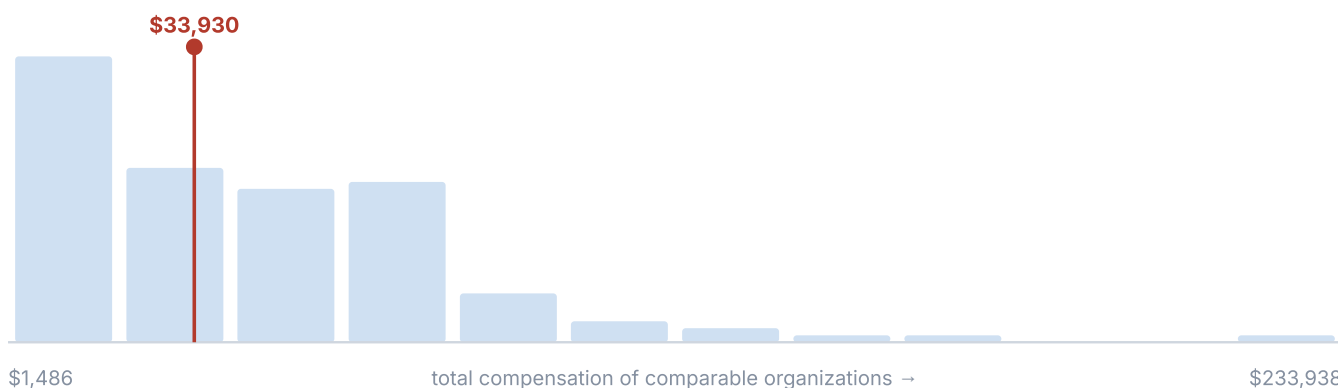
Benchmarked executive: Ana Manriquez — reported title “VICE-PRESIDENT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (A23).
- BUDGET** Total revenue between \$147,346 and \$329,880 — 0.67x to 1.50x the subject's \$219,920 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

126 organizations qualified on sector, size, and geography → **126** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,270	\$13,090	\$37,559	\$64,246	\$82,236	\$33,930
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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 IL 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
Seattle Out And Proud Inc	WA	\$219,787	Executive Director	\$145,525	\$132,527	2024
Creative China Center Inc	NY	\$220,119	President	\$12,000	\$11,030	2024
Chinese Center On Long Island Inc	NY	\$219,451	Director	\$6,532	\$6,004	2024
Aloha Kuamo'o' Aina	HI	\$219,335	Admin Assistant	\$37,958	\$35,589	2023
Kooyrigs Inc	MI	\$220,726	Executive Director	\$22,540	\$24,364	2023
The Avenue Blackbox Inc	NY	\$218,958	Ceo	\$64,267	\$60,815	2023
Contra Costa Chinese School	CA	\$221,311	President	\$25,000	\$21,958	2024
United Chinese Learning Center	CA	\$221,680	Principal	\$51,480	\$45,216	2024
Three Aksha	PA	\$217,443	Artistic Director	\$60,000	\$60,862	2024
Just Communities Of Arkansas Inc	AR	\$222,844	Ceo	\$101,319	\$115,843	2024
Sicc Inc	NY	\$216,722	Executive Director	\$43,500	\$39,983	2024
Center For Cultural Vibrancy	VA	\$223,629	Executive Di	\$110,586	\$108,609	2024
Russian Educational Center	OH	\$215,205	Member, Board Of Directors	\$27,000	\$29,948	2023
Ariel Rivka Dance Inc	NJ	\$215,092	Managing Direct	\$60,000	\$54,490	2024
Niagara Celtic Heritage Society Inc	NY	\$224,921	Festival Dir	\$5,700	\$5,239	2024
Independent Jewish World Cinema Inc	CA	\$214,196	Secretary	\$47,500	\$41,721	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alliance Francaise De La Riviera Californienne Inc	CA	\$213,405	Executive Director	\$30,901	\$26,441	2025
Burma Research Institute	MD	\$227,379	Executive Director	\$49,218	\$46,804	2024
Movimiento Afrolatino Seattle	WA	\$212,357	Executive Director	\$81,644	\$74,352	2024
The Royal Ethiopian Trust Inc	CT	\$227,607	Chairman Of	\$16,000	\$15,259	2024
Hispanic Womens Organization Of Arkansas	AR	\$227,728	Exec Director	\$55,000	\$64,742	2023
More Than A Single Story Inc	MN	\$211,860	Artistic/executive Director	\$30,000	\$31,043	2023
Massachusetts Center For Native American Awareness Inc	MA	\$210,887	President	\$37,000	\$32,948	2025
Hispanic Education Inc	FL	\$230,270	President	\$39,000	\$37,267	2024
Experimental Chinese School	VA	\$231,403	Academics	\$2,750	\$2,631	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	126 organizations. Compensation range \$1,486–\$233,938; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$219,920); for reference, expenses \$182,011 and assets \$36,470.
ROLE MATCH	Ana Manriquez, reported title <i>"VICE-PRESIDENT"</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	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	43 rd
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	43 rd

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 (Ana Manriquez) 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 126 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,930 is reasonable (approximately the 43rd 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.