

This analysis benchmarks the total compensation of **Iriana Medina, Executive Director / CEO** (\$51,003) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30<sup>th</sup>** percentile of comparable organizations within the typical range

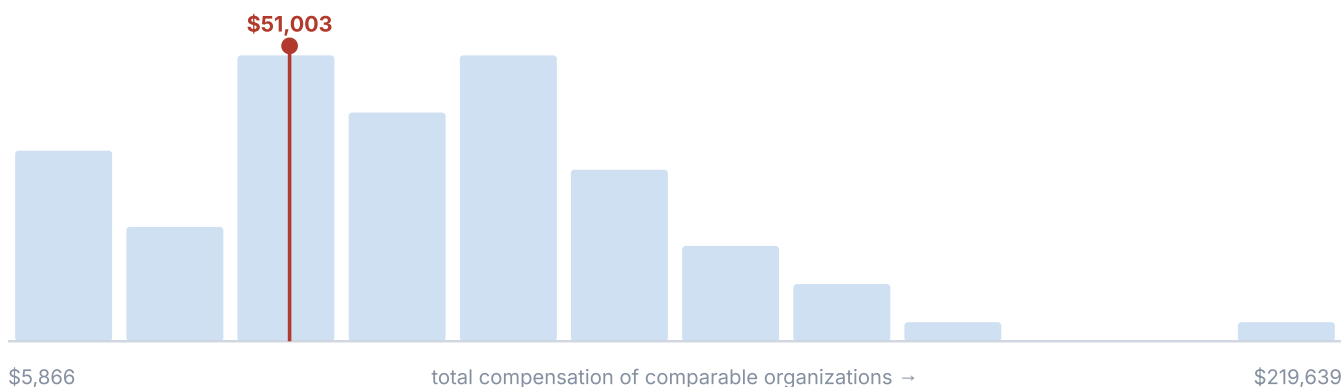
**Benchmarked executive:** Iriana Medina — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

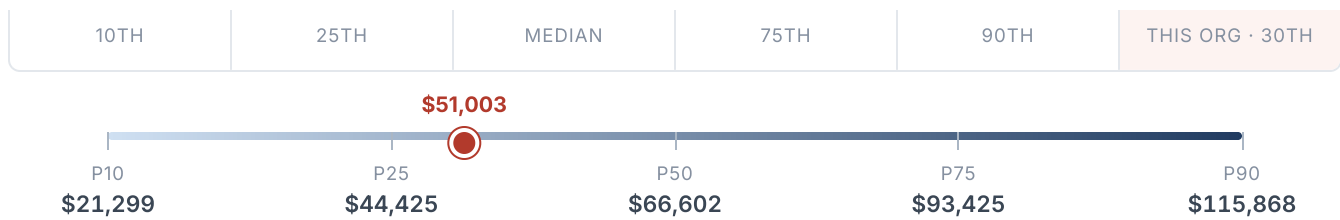
SECTOR	Organizations sharing the subject's NTEE classification (P84Z).
BUDGET	Total revenue between \$320,797 and \$718,203 — 0.67x to 1.50x the subject's \$478,802 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P84), nationwide + budget 0.67–1.5x revenue.

77 organizations qualified on sector, size, and geography → 77 within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,299	\$44,425	\$66,602	\$93,425	\$115,868	\$51,003
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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 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
<a href="#">Irish Immigration Pastoral Center</a>	CA	\$481,410	President	\$49,332	<b>\$44,425</b>	2024
<a href="#">Haiti Cultural Exchange Inc</a>	NY	\$484,209	Executive Director	\$84,000	<b>\$79,160</b>	2024
<a href="#">Uniendo Sentimientos Oregon</a>	OR	\$484,457	Executive Director	\$35,072	<b>\$34,970</b>	2023
<a href="#">New Neighbors Partnership Association</a>	NY	\$491,695	Executive Director	\$70,140	<b>\$66,098</b>	2024
<a href="#">Together &amp; Free Inc</a>	NY	\$465,803	Executive Director	\$125,000	<b>\$121,277</b>	2023
<a href="#">Milestone Community Developmen</a>	MN	\$464,045	Executive Dr	\$89,048	<b>\$91,763</b>	2024
<a href="#">Una Mano Una Esperanza</a>	CO	\$494,859	Executive Director	\$13,100	<b>\$13,100</b>	2024
<a href="#">Upper Midwest American Indian Center</a>	MN	\$460,962	Executive Director	\$30,251	<b>\$32,095</b>	2023
<a href="#">Pennsylvania Hias Indigent Immigrant</a>	PA	\$460,825	Executive Director	\$23,826	<b>\$24,779</b>	2024
<a href="#">New Women New Yorkers Inc</a>	NY	\$460,184	Ceo	\$68,646	<b>\$66,602</b>	2023
<a href="#">We Are One New Jersey Inc</a>	NJ	\$497,755	Trustee	\$6,300	<b>\$5,866</b>	2024
<a href="#">Gateway Of Grace</a>	TX	\$455,143	Executive Director And Founder	\$89,000	<b>\$95,588</b>	2023
<a href="#">Alimentando Al Pueblo</a>	WA	\$454,363	Executive Dir.	\$52,722	<b>\$50,680</b>	2023
<a href="#">Hispanic Liaison Of Chatham County</a>	NC	\$450,071	Executive Di	\$76,248	<b>\$82,163</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Iowa Congolese Organization And</a>	IA	\$446,134	President	\$19,644	<b>\$23,094</b>	2023
<a href="#">Garces Family Foundation</a>	PA	\$444,097	Executive Director	\$108,673	<b>\$113,020</b>	2024
<a href="#">El Pueblo</a>	MS	\$443,718	Executive Director	\$55,167	<b>\$65,969</b>	2023
<a href="#">Woori Center</a>	PA	\$515,095	Executive Director	\$65,346	<b>\$67,960</b>	2024
<a href="#">Hearts And Homes For Refugees</a>	NY	\$520,937	Founder & President	\$45,000	<b>\$42,407</b>	2024
<a href="#">Springs Of Living Water</a>	HI	\$433,016	President	\$20,250	<b>\$19,466</b>	2023
<a href="#">Hispanic American Mission Inc</a>	OK	\$432,272	Board Membervice President	\$53,250	<b>\$61,150</b>	2024
<a href="#">Life Of Hope</a>	NY	\$527,060	Executive Di	\$55,908	<b>\$54,242</b>	2023
<a href="#">Su Casa Columbus Inc</a>	IN	\$428,724	Executive Director	\$40,385	<b>\$45,727</b>	2023
<a href="#">Tabithas Heart</a>	MN	\$427,948	Executive Director	\$49,500	<b>\$51,009</b>	2024
<a href="#">Servicios Latinos De Burlington County Inc</a>	NJ	\$425,789	Executive Director	\$105,752	<b>\$98,469</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 77 organizations. Compensation range \$5,866–\$219,639; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$478,802); for reference, expenses \$373,109 and assets \$961,135.

<b>ROLE MATCH</b>	Iriana Medina, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	30 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	30 <sup>th</sup>
Reportable pay only (column D), adjusted	31 <sup>st</sup>
All sources (D + E + F), adjusted	27 <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 (Iriana Medina) 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 77 similarly situated organizations (Same NTEE sector (P84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,003 is reasonable (approximately the 30<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.