

National Latino Farmers And Ranchers

Executive Director / CEO

EIN 842237851

DC · NTEE B01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Anthony Martinez, Executive Director / CEO** (\$16,000) against **every comparable organization** that fit the selection criteria — **85** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Anthony Martinez — reported title “Chairman of the Board”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

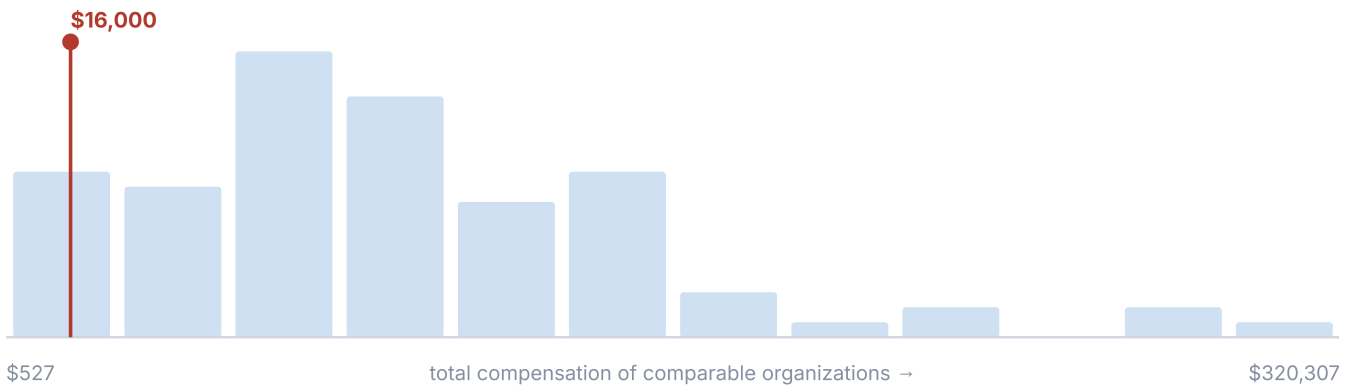
SECTOR Organizations sharing the subject's NTEE classification (B01).

BUDGET Total revenue between \$299,435 and \$670,378 — 0.67x to 1.50x the subject's \$446,919 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B01), nationwide + budget 0.67–1.5x revenue.

85 organizations qualified on sector, size, and geography → **85** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,719

\$58,902

\$85,416

\$125,118

\$155,624

\$16,000



■ 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 DC 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
The Kroussaw Foundation	DC	\$449,643	President & Ceo	\$66,349	\$64,639	2025
Choose Aerospace Inc	OK	\$443,443	Executive Director	\$110,344	\$138,461	2024
Scotland County Partnership For	NC	\$436,229	Exe.director	\$96,611	\$117,117	2023
Ne Steam Coalition	OR	\$459,582	Executive Di	\$265,556	\$281,028	2024
Substance Abuse Program Administrators Association	FL	\$432,486	Executive Director	\$110,446	\$118,236	2024
Biomimicry For Social Innovation	NM	\$432,266	Executive Director	\$36,546	\$46,116	2023
Mclain Association For Children	CA	\$462,202	Ceo	\$91,000	\$89,545	2024
Chowan Perquimans Smart Start Partnership	NC	\$463,807	Executive Director	\$83,873	\$98,758	2024
District Of Columbia Association For The	DC	\$428,548	Exec. Dir. (From 6/2024-12/2024)	\$68,269	\$68,269	2024
South Carolina First Steps To	SC	\$423,812	Executive Di	\$48,125	\$58,902	2023
Alabama Justice Initiative	AL	\$422,395	Board President/ Executive	\$126,617	\$160,484	2023
Nashville Propel Parent Institute Inc	TN	\$417,900	Executive Director	\$106,347	\$127,386	2024
Be Loud Studios	LA	\$417,018	Executive Dir.	\$70,000	\$87,837	2024
Paltrek Inc	NY	\$416,989	Director	\$11,485	\$12,176	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Houghton Main Street Foundation	DC	\$477,847	Director	\$2,000	\$2,000	2024
First Gen Scholars	CA	\$479,860	President/executive Direct	\$79,063	\$77,799	2024
South Carolina First Steps To	SC	\$481,526	Executive Di	\$65,640	\$80,341	2023
Frontline Policy Council Inc	GA	\$482,966	President	\$62,790	\$74,071	2023
Alabama Families For Great Schools	AL	\$483,980	Director	\$141,320	\$173,981	2024
Igg4ward Foundation	MA	\$486,105	Director	\$500	\$527	2023
Indigenous Peoples Power Project Inc	OR	\$486,668	Executive Dir.	\$78,023	\$85,008	2023
South Carolina First Steps	SC	\$406,282	Executive Di	\$57,503	\$70,381	2023
Special Books By Special Kids Inc	FL	\$490,493	Director	\$299,204	\$320,307	2024
Smart Start Of Pender County	NC	\$492,217	Executive Director	\$93,192	\$112,972	2023
Love Is Stronger Gv	OR	\$494,996	Executive Director	\$38,966	\$41,236	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 **85** organizations. Compensation range \$527–\$320,307; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$446,919); for reference, expenses \$346,993 and assets \$141,654.
ROLE MATCH	Anthony Martinez, reported title " <i>Chairman of the Board</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	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	9 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	7 th

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 (Anthony Martinez) 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 85 similarly situated organizations (Same NTEE sector (B01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,000 is reasonable (approximately the 9th 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.