

# Tepeyac Qalich Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jim Garcia, Executive Director / CEO** (\$20,098) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

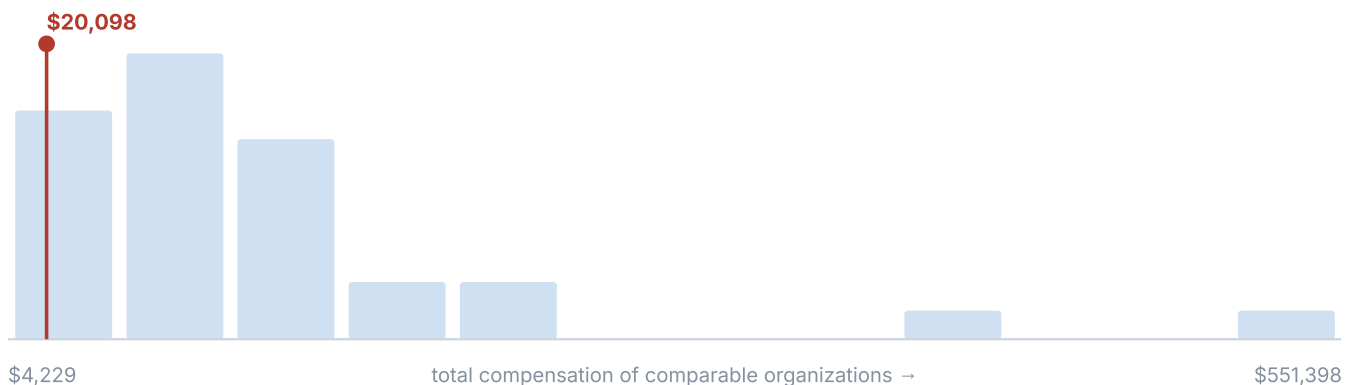
**Benchmarked executive:** Jim Garcia — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E80).
BUDGET	Total revenue between \$284,180 and \$636,225 — 0.67x to 1.50x the subject's \$424,150 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E80), nationwide + budget 0.67–1.5x revenue.

**31** organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,229	\$52,420	\$85,289	\$129,017	\$187,500	\$20,098
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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="#">Akron Bar Foundation</a>	OH	\$423,717	Executive Di	\$6,825	<b>\$7,344</b>	2025
<a href="#">Advocates For Better Health</a>	MN	\$423,545	Executive Di	\$114,741	<b>\$118,239</b>	2024
<a href="#">Love Button Global Movement</a>	CA	\$413,096	Executive Director	\$36,000	<b>\$32,419</b>	2024
<a href="#">Reproductive Freedom Fund Of New Hampshire</a>	NH	\$397,166	Executive Director	\$70,000	<b>\$67,407</b>	2024
<a href="#">Medical Research Analytics And</a>	IL	\$371,208	Secretary	\$4,125	<b>\$4,229</b>	2024
<a href="#">Business For Health Solutions International Inc</a>	NY	\$367,837	Ceo And Board Member	\$144,246	<b>\$135,934</b>	2024
<a href="#">Better Health Of Cumberland County Inc</a>	NC	\$361,831	Executive Director	\$70,403	<b>\$73,909</b>	2025
<a href="#">Oregon Cancer Foundation</a>	OR	\$488,965	Executive Director	\$86,700	<b>\$83,967</b>	2024
<a href="#">Pennsylvania School-based Health Alliance</a>	PA	\$490,668	Cousler	\$46,000	<b>\$47,840</b>	2024
<a href="#">Carepoint Clinic</a>	WA	\$357,518	Executive Director	\$33,082	<b>\$31,801</b>	2023
<a href="#">Christiana Care West Grove Inc</a>	DE	\$355,825	Director, President & Ceo	\$214,949	<b>\$225,978</b>	2023
<a href="#">Medtech Color</a>	MD	\$499,746	Executive Director	\$192,308	<b>\$187,500</b>	2024
<a href="#">Frasier Living Inc</a>	CO	\$501,339	President And Ceo	\$8,505	<b>\$8,505</b>	2024
<a href="#">Culpeper Adult Day Care Center Inc</a>	VA	\$344,525	Executive Director	\$62,250	<b>\$61,067</b>	2025
<a href="#">Peak Health Alliance</a>	CO	\$341,570	Exec Dir-beg	\$57,000	<b>\$57,000</b>	2024
<a href="#">C-tac Innovations Inc</a>	DC	\$319,832	Executive Director	\$138,360	<b>\$126,622</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Texhealth Central Texas</a>	TX	\$318,553	President And Ceo	\$157,834	<b>\$164,654</b>	2024
<a href="#">Kickin Cancer In Sublette County</a>	WY	\$314,746	Secretary	\$18,465	<b>\$21,229</b>	2023
<a href="#">Napa County Bicycle Coalition</a>	CA	\$312,072	Executive Director	\$89,125	<b>\$80,260</b>	2024
<a href="#">Putnam Hospital Center Foundation Inc</a>	NY	\$537,399	President - Putnam Hospital	\$45,894	<b>\$43,250</b>	2024
<a href="#">International College Of Dentists</a>	MI	\$542,423	Secretary General	\$69,000	<b>\$76,468</b>	2023
<a href="#">Urban Health And Wellness Inc</a>	GA	\$542,748	Executive Director	\$81,620	<b>\$85,587</b>	2024
<a href="#">Community Life Support Inc</a>	FL	\$301,597	Chairman	\$125,000	<b>\$122,464</b>	2024
<a href="#">Greater Gift Initiative Inc</a>	NC	\$301,369	Ceo	\$138,750	<b>\$153,930</b>	2023
<a href="#">Global Parents For Eczema Research</a>	CA	\$554,281	Executive Director	\$124,587	<b>\$115,509</b>	2023

**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** 31 organizations. Compensation range \$4,229–\$551,398; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$424,150); for reference, expenses \$1,053,018 and assets \$14,787,655. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Jim Garcia, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	6 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	10 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	13 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	74 <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 (Jim Garcia) 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 31 similarly situated organizations (Same NTEE sector (E80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,098 is reasonable (approximately the 10<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.