

This analysis benchmarks the total compensation of **Nilab Latif, Executive Director / CEO** (\$102,948) against **every comparable organization** that fit the selection criteria — **76** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

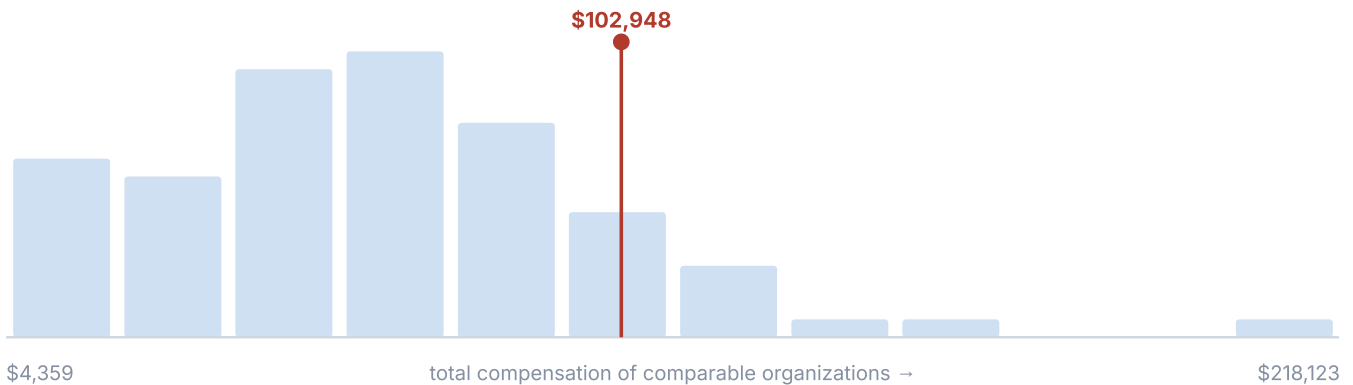
Compensation sits at approximately the **87<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Nilab Latif — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

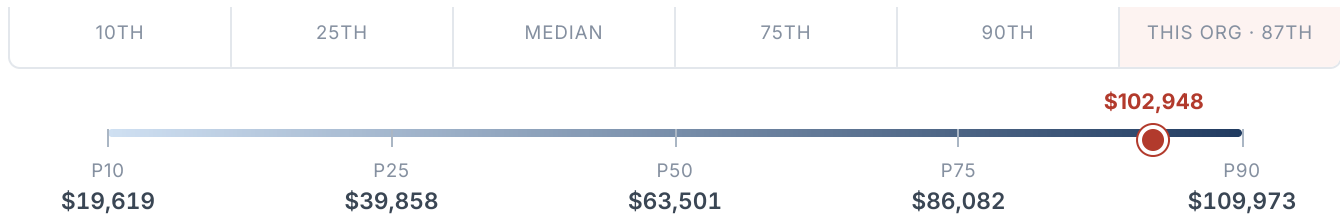
How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P84).	
BUDGET	Total revenue between \$259,034 and \$579,928 — 0.67x to 1.50x the subject's \$386,619 (the band tightens as size grows).	
GEOGRAPHY	Same NTEE sector (P84), nationwide + budget 0.67–1.5x revenue.	
<b>76</b>	organizations qualified on sector, size, and geography	→ <b>76</b> within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,619	\$39,858	\$63,501	\$86,082	\$109,973	<b>\$102,948</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 VA 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="#">Inland Empire Immigrant Youth Collective</a>	CA	\$387,683	Executive Dir.	\$89,711	<b>\$78,162</b>	2025
<a href="#">Dfw Refugee Outreach Services</a>	TX	\$385,255	President	\$6,000	<b>\$6,216</b>	2024
<a href="#">Conexion De Negocios Latinos</a>	AR	\$391,193	Ceo	\$69,808	<b>\$81,268</b>	2024
<a href="#">Refugee Assistance Alliance Inc</a>	FL	\$377,285	President	\$55,309	<b>\$53,813</b>	2024
<a href="#">Pacific County Immigrant Support</a>	WA	\$397,511	President	\$21,468	<b>\$19,906</b>	2024
<a href="#">Asian Immigrant Women Advocates Inc</a>	CA	\$375,513	Executive Dir.	\$28,127	<b>\$25,898</b>	2023
<a href="#">Narrative Arts</a>	NC	\$397,882	Executive Director	\$62,752	<b>\$67,153</b>	2024
<a href="#">Vitendo4africa</a>	MO	\$374,837	Executive Director And Ceo	\$60,000	<b>\$65,817</b>	2024
<a href="#">Latino Union Of Chicago</a>	IL	\$400,394	Executive Dir.	\$65,950	<b>\$67,150</b>	2024
<a href="#">Sin Barreras Without Barriers Inc</a>	VA	\$401,299	President	\$18,800	<b>\$18,800</b>	2024
<a href="#">Spanish Action League Of Onondaga County</a>	NY	\$371,786	President	\$101,710	<b>\$95,188</b>	2024
<a href="#">Parity Inc</a>	OH	\$408,920	Chief Operations Officer	\$100,097	<b>\$109,801</b>	2024
<a href="#">Hogar Hispano Inc</a>	DC	\$409,168	Executive Director	\$166,380	<b>\$155,680</b>	2023
<a href="#">Latino Resources Inc</a>	IA	\$363,673	Executive Dir.	\$24,000	<b>\$27,216</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Urban Village Inc</a>	MN	\$414,126	Executive Director	\$60,000	<b>\$63,216</b>	2023
<a href="#">International House Inc</a>	IN	\$423,303	Executive Di	\$53,056	<b>\$57,947</b>	2024
<a href="#">Ithaca Welcomes Refugees Inc</a>	NY	\$349,328	Executive Director	\$47,180	<b>\$44,155</b>	2024
<a href="#">Pathways To Citizenship</a>	CA	\$424,856	Executive Director	\$63,765	<b>\$57,026</b>	2024
<a href="#">Servicios Latinos De Burlington County Inc</a>	NJ	\$425,789	Executive Director	\$105,752	<b>\$97,789</b>	2024
<a href="#">Centreville Immigration Forum</a>	VA	\$345,591	Executive Di	\$104,692	<b>\$104,692</b>	2024
<a href="#">Tabithas Heart</a>	MN	\$427,948	Executive Director	\$49,500	<b>\$50,657</b>	2024
<a href="#">Su Casa Columbus Inc</a>	IN	\$428,724	Executive Director	\$40,385	<b>\$45,411</b>	2023
<a href="#">Hispanic American Mission Inc</a>	OK	\$432,272	Board Membervice President	\$53,250	<b>\$60,728</b>	2024
<a href="#">Springs Of Living Water</a>	HI	\$433,016	President	\$20,250	<b>\$19,331</b>	2023
<a href="#">Southeast Immigrant Rights Network Inc</a>	GA	\$333,246	Co-director	\$109,848	<b>\$114,392</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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** 76 organizations. Compensation range \$4,359–\$218,123; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$386,619); for reference, expenses \$335,700 and assets \$96,748.

ROLE MATCH	Nilab Latif, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	87 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	88 <sup>th</sup>
Reportable pay only (column D), adjusted	89 <sup>th</sup>
All sources (D + E + F), adjusted	84 <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 (Nilab Latif) 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 76 similarly situated organizations (Same NTEE sector (P84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$102,948 is reasonable (approximately the 87<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.