

This analysis benchmarks the total compensation of **Jaskaran Kaur, Executive Director / CEO** (\$20,337) 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 **6th** percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Jaskaran Kaur — reported title “Co-Director / Secretary of 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 (Q70).

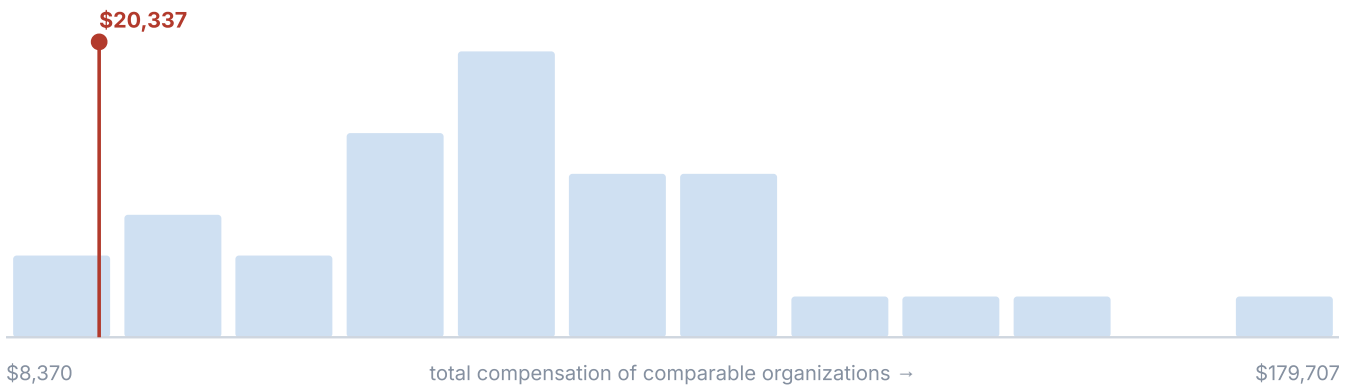
BUDGET Total revenue between \$285,167 and \$638,434 — 0.67x to 1.50x the subject's \$425,623 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Q70), 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



\$28,794

\$55,658

\$73,208

\$93,682

\$111,838

\$20,337



■ 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 CA 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
Holocaust And Human Rights Center	ME	\$436,243	Executive Director	\$91,380	\$105,967	2024
Operation Broken Silence	TN	\$413,074	Executive Dir.	\$50,000	\$60,865	2024
Joseph And Evelyn Lowery Institute	GA	\$410,128	Ceo/presiden	\$85,000	\$98,976	2024
Womens Voices Now Inc	CA	\$400,966	Executive Dir.	\$68,354	\$68,354	2024
Peace And Hope International	NC	\$397,264	Coo	\$25,000	\$29,915	2024
Women's Rights Without Frontiers	MD	\$386,272	President	\$165,982	\$179,707	2024
Nazdeek Inc	NY	\$468,934	Sec./co-founder	\$10,000	\$10,465	2024
Eg Justice	DC	\$379,194	Executive Dir.	\$93,500	\$97,826	2023
Siamak Pourzand Foundation	MD	\$374,715	Executive Director	\$80,556	\$87,217	2024
Friends Peace Teams Inc	MO	\$482,488	Office Manager-bookkeeper	\$18,833	\$23,100	2024
Hostage Families Alliance	DC	\$358,534	President	\$28,334	\$28,794	2024
Hero Women Rising Inc	NM	\$500,043	Executive Director	\$45,684	\$56,903	2024
Hope Outreach International	FL	\$345,598	Executive Director	\$38,400	\$43,010	2023
Accessibility Accelerator Inc	NY	\$344,297	Executive Director	\$64,642	\$67,646	2024
Dark Bali	CA	\$342,650	Executive Dir.	\$64,618	\$64,618	2024
Foundation For Freedom	WA	\$339,971	President	\$72,000	\$74,652	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alight Alliance To Lead Impact In Global	CO	\$333,478	Executive Director	\$118,421	\$131,501	2024
If Americans Knew	CA	\$331,563	President	\$71,108	\$73,208	2023
The Dui Hua Foundation	CA	\$521,518	Executive Director/ Chairman	\$140,416	\$144,564	2023
Project On Organizing Development	NY	\$532,084	Co-executive	\$51,996	\$54,412	2024
Global Echo Litigation Center Inc	DE	\$534,089	Executive Director	\$74,854	\$84,880	2024
Human Rights Voices	VA	\$535,618	President	\$50,000	\$57,560	2023
Cubalex	MD	\$537,357	Executive Director	\$76,275	\$85,022	2023
International Tibet Network	CA	\$307,132	Executive Director	\$48,336	\$49,764	2023
The 88 Project	IL	\$305,757	Executive Dir	\$95,413	\$111,838	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 31 organizations. Compensation range \$8,370–\$179,707; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$425,623); for reference, expenses \$350,714 and assets \$458,754.

ROLE MATCH Jaskaran Kaur, reported title "*Co-Director / Secretary of Board*", 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.**

OUTLIERS 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	6 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	6 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 (Jaskaran Kaur) 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 (Q70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,337 is reasonable (approximately the 6th 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.