

United States-china Exchange Council

Executive Director / CEO

EIN 200323966

CA · NTEE Q23

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Yu Xia Li, Executive Director / CEO** (\$43,177) against **every comparable organization** that fit the selection criteria — **168** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 51st percentile of comparable organizations

within the typical range

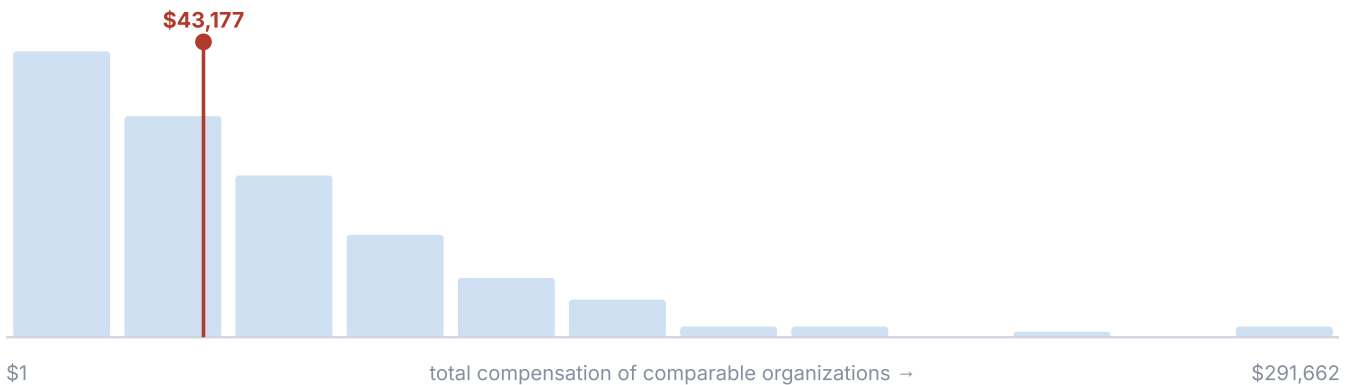
Benchmarked executive: Yu Xia Li — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q23).
BUDGET	Total revenue between \$89,704 and \$200,830 — 0.67x to 1.50x the subject's \$133,887 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

168 organizations qualified on sector, size, and geography → **168** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,238	\$16,612	\$42,948	\$76,075	\$110,606	\$43,177
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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 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
United Nations Assn Of San Diego	CA	\$135,014	Manager	\$52,274	\$52,274	2024
Shoulder To Shoulder Ministries Inc	FL	\$135,560	President	\$73,240	\$79,679	2024
Friends Of House Of Sweden	DC	\$131,947	Office Manager	\$2,200	\$2,302	2023
Humanistsinternationalinc	DC	\$135,870	Chief Executive Officer	\$16,442	\$16,709	2024
Social Inquiry Inc	NY	\$135,894	Secretary	\$6,000	\$6,279	2024
The Tia Foundation Inc	AZ	\$136,226	President Ceo	\$71,433	\$79,558	2024
Alternative Gift Markets Inc	KS	\$131,282	Executive Director	\$45,650	\$57,113	2024
Overseas Tribal Services Inc Ots	CO	\$131,089	Employee	\$39,328	\$43,672	2024
Media Caravan Inc	NY	\$130,863	President	\$78,750	\$82,409	2024
Pace Universal	CA	\$136,954	Founder	\$57,450	\$59,147	2023
Medical Teams Worldwide	TN	\$130,259	Director/president	\$11,980	\$14,207	2025
Yeshua Medical Ministries Inc	NC	\$129,809	President	\$12,000	\$13,989	2025
M&g Etomi Foundation	NC	\$138,000	President	\$1	\$1	2023
Firekeepers International	TN	\$138,327	President	\$23,197	\$28,238	2024
Mountaintop International	DC	\$138,462	Ceo	\$40,999	\$42,896	2023
Union Microfinanza Inc	MI	\$129,176	President	\$14,992	\$17,920	2024
Friends Of Basha	OR	\$128,694	Executive Director	\$12,000	\$12,905	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Economic Development And Empowerment Through Mentoring	MA	\$139,080	Excecutive Director	\$11,450	\$11,916	2024
Desert Angels Inc	AZ	\$139,479	Ceo	\$96,313	\$110,437	2023
The Caux Round Table	MN	\$128,200	Executive Dir.	\$5,000	\$5,722	2024
Open Arms Foundation Inc	WV	\$139,946	Board Chair	\$50,350	\$63,134	2024
Nanubhai Education Foundation Inc	GA	\$140,204	Executive Director	\$8,400	\$9,781	2024
Christalis Inc	MD	\$140,420	President/ceo (Founder)	\$42,500	\$47,373	2023
World Dental Relief Inc	OK	\$140,901	President	\$84,400	\$107,627	2024
Wholehearted Home Inc	FL	\$126,449	President	\$38,750	\$43,403	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 168 organizations. Compensation range \$1–\$291,662; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$133,887); for reference, expenses \$280,441 and assets \$296,954. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Yu Xia Li, reported title "*DIRECTOR*", 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	7 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	51 st
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	49 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 (Yu Xia Li) 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 168 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,177 is reasonable (approximately the 51st 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.