

World Kashmir Awareness

Executive Director / CEO

EIN 202745365

OH · NTEE Q70

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Dr Syed G Fai, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **343** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

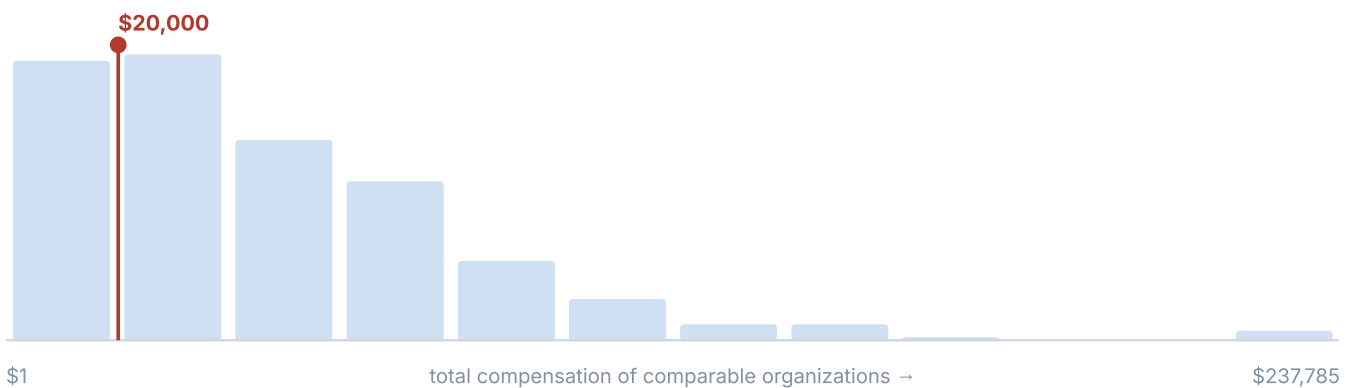
Benchmarked executive: Dr Syed G Fai — reported title “Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q70).
BUDGET	Total revenue between \$119,293 and \$267,075 — 0.67x to 1.50x the subject's \$178,050 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

343 organizations qualified on sector, size, and geography → **343** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$7,243	\$19,227	\$38,404	\$63,305	\$89,827	\$20,000
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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 OH 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
Lumen Inc	VA	\$177,837	Director	\$19,140	\$17,963	2023
Friends Of Sharing The Dream In Guatemala	SD	\$177,689	Executive Director	\$43,100	\$44,910	2024
New Asia Foundation For Education	CA	\$178,689	President	\$7,500	\$6,296	2023
International Medicine Network Inc	OK	\$177,364	President	\$43,017	\$44,722	2024
Godesign Inc	GA	\$178,799	Ceo	\$57,200	\$54,302	2024
Mbeya	CA	\$178,935	Chief Executive	\$77,004	\$64,633	2023
Wisconsin Cyber Threat Response Alliance	WI	\$176,907	President & Ceo	\$61,000	\$61,925	2023
Head First Development	UT	\$179,547	Exec. Vp, Op	\$86,278	\$85,834	2023
International Partners Cassie Stern Memorial Inc	MD	\$179,605	Executive Director / Vice President	\$12,000	\$10,905	2023
African Outreach Ministries	IL	\$180,019	Director	\$22,680	\$21,052	2024
Make Life Skate Life	CO	\$175,405	President	\$24,000	\$22,370	2023
Aidak	MD	\$181,092	Board Member	\$2,678	\$2,364	2024
Love Never Fails International Inc	NJ	\$181,672	Founder & Executive Director	\$44,615	\$38,720	2023
Japan-america Society Of	PA	\$174,087	Executive Director	\$47,736	\$44,945	2024
All Seasons Community Services	MN	\$182,386	Ceo	\$24,124	\$23,171	2023
Coalition For Integrity Inc	DC	\$172,861	President & Ceo	\$287,000	\$237,785	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Advocacy Project	DC	\$172,637	Executive Di	\$33,000	\$28,149	2023
The Social Enterprise Fund Inc	FL	\$172,241	Director	\$2,400	\$2,129	2024
Intelligence And National Security	VA	\$184,109	President	\$45,841	\$41,790	2024
Breaking The Chain	NJ	\$184,311	President & Ceo	\$29,621	\$25,707	2023
Raising Hope Inc	PA	\$171,014	President	\$21,140	\$19,904	2024
Compassion Connection	CA	\$185,155	Ceo/president	\$79,500	\$64,814	2024
The Coffee Trust	NM	\$170,317	Secretary/tr	\$6,573	\$6,675	2024
Womens And Children's Advocacy Cent	OR	\$185,789	Executive Di	\$52,699	\$45,015	2025
Lumeya International Ministries Inc	CA	\$185,831	President	\$22,168	\$18,607	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	343 organizations. Compensation range \$1–\$237,785; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$178,050); for reference, expenses \$233,198 and assets \$54,658.
ROLE MATCH	Dr Syed G Fai, reported title " <i>Secretary</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 12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 11 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	27 th
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	25 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 (Dr Syed G Fai) 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 10, 2026, comparing compensation against 343 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 27th 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 10, 2026.