

Institute For Asian Democracy

Executive Director / CEO

EIN 223112740

DC · NTEE Q053

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michele Bohana, Executive Director / CEO** (\$86,596) against **every comparable organization** that fit the selection criteria — **105** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

Benchmarked executive: Michele Bohana — 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

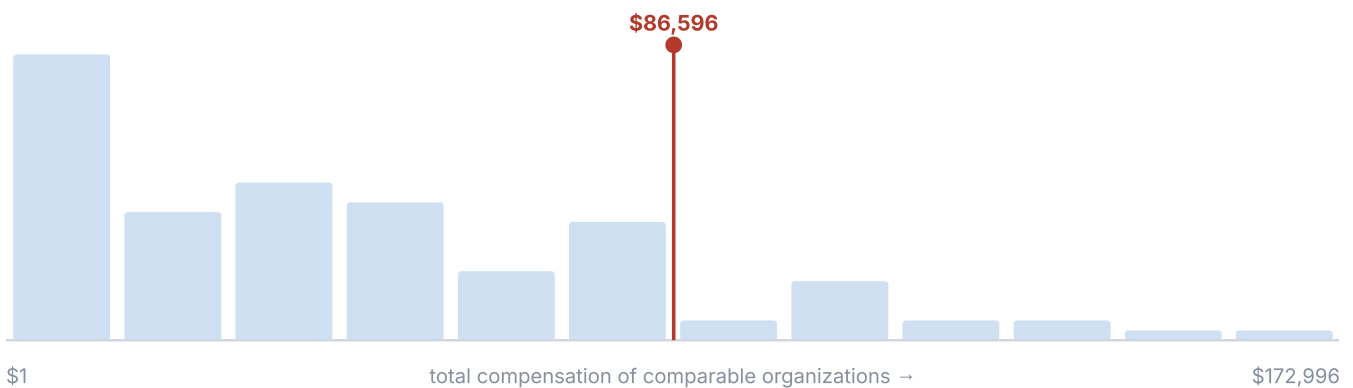
SECTOR Organizations sharing the subject's NTEE classification (Q053).

BUDGET Total revenue between \$70,689 and \$158,260 — 0.67x to 1.50x the subject's \$105,507 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

105 organizations qualified on sector, size, and geography → **105** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,864	\$13,370	\$40,999	\$65,892	\$102,700	\$86,596
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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 DC 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
Friends Of Tilonia Inc	NY	\$105,527	President/ Exec Director	\$1,000	\$974	2025
International Assistance Ministries	TX	\$105,175	Director	\$37,500	\$42,747	2023
Elba Fire Department Inc	NY	\$105,856	President	\$100	\$100	2024
San Antonio Council For International Visitors	TX	\$106,023	Executive Director	\$42,731	\$47,312	2024
Worldhope Corps Inc	CA	\$104,857	Exec Director	\$24,000	\$23,616	2023
Viethope Inc	CA	\$104,808	Vn Executive Director	\$33,034	\$32,506	2023
Destined For Grace Children's Relief	CA	\$104,521	Ceo	\$119,710	\$111,467	2025
Chabad Lubavitch Of Moscow Inc	NY	\$104,366	Director	\$12,500	\$12,872	2023
Funds For The Missions Inc	TX	\$103,696	Chief Executive Officer	\$6,470	\$7,375	2023
A Bridge For Africa Foundation	CO	\$107,359	Co-exec Dir.	\$32,254	\$33,350	2025
Alaska Universal Service	AK	\$103,489	Agent	\$52,864	\$55,941	2024
Puresa Humanitarian Corp	FL	\$102,287	President	\$46,378	\$48,224	2024
Friends Of Hue	CA	\$109,563	Program Manager	\$3,500	\$3,444	2023
World Share Usa	CA	\$100,888	President	\$43,000	\$41,098	2024
Principe Productions Inc	NY	\$100,781	Executive Director	\$168,000	\$172,996	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ukraine Childrens Aid Fund Inc	MD	\$100,435	Managing Dir.	\$99,000	\$102,447	2024
Mercys Action Mission Inc	FL	\$111,914	President	\$15,000	\$15,598	2024
United States-asia Foundation	DC	\$98,808	President	\$142,000	\$142,000	2023
International Friends Of Khm	NY	\$112,780	Treasurer & Director	\$13,205	\$13,207	2024
Los Alamos Study Group	NM	\$97,422	Executive Director	\$3,333	\$4,085	2023
Solar Village Project Inc	MD	\$113,596	President	\$36,928	\$37,229	2025
Institute For International	MI	\$113,629	Exec. Direct	\$8,000	\$9,139	2024
Foundation For Restoring Womens	TN	\$114,273	Medical Dir.	\$43,814	\$52,482	2023
Deon Policy Institute	MA	\$115,379	Vice President And Exec Dire	\$82,440	\$84,421	2023
Texas Water Mission Inc	TX	\$116,927	Executive Director	\$30,000	\$33,216	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC cost of living and 2023 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 DC 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 105 organizations. Compensation range \$1–\$172,996; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$105,507); for reference, expenses \$167,633 and assets \$263,899. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Michele Bohana, reported title " <i>DIRECTOR</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	4 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 th
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	85 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 (Michele Bohana) 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 105 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$86,596 is reasonable (approximately the 87th 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.