

# Domestic Harmony Foundation

Executive Director / CEO

EIN 262602278

NY · NTEE P43

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sehar Bham, Executive Director / CEO** (\$28,050) against **every comparable organization** that fit the selection criteria — **1114** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Sehar Bham — reported title “CLIENT ADVOCATE”, 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 (P43).
BUDGET	Total revenue between \$92,092 and \$206,178 — 0.67x to 1.50x the subject's \$137,452 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**1,114** organizations qualified on sector, size, and geography → **1,114** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,402	\$19,603	\$37,838	\$60,492	\$83,935	\$28,050
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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 NY 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="#">United Christian Volunteers Inc</a>	KY	\$137,463	President	\$11,000	<b>\$13,465</b>	2023
<a href="#">Ruby Room</a>	WA	\$137,431	Executive Director	\$10,858	<b>\$10,758</b>	2024
<a href="#">The Caritas Foundation</a>	CA	\$137,500	Chief Operating Officer	\$18,203	<b>\$17,395</b>	2024
<a href="#">Colorado Dyslexia Foundation</a>	CO	\$137,371	President	\$80,000	<b>\$84,892</b>	2024
<a href="#">Upstream Access</a>	OR	\$137,544	Secretary	\$9,275	<b>\$9,532</b>	2024
<a href="#">Roger L Von Amelunxen Foundation Inc</a>	NY	\$137,553	Vice-pres, secretary & Dire	\$18,200	<b>\$18,200</b>	2024
<a href="#">Union County Young Men's Christian</a>	KY	\$137,203	Ceo	\$42,931	<b>\$52,550</b>	2023
<a href="#">The Fenway Community Center At</a>	MA	\$137,195	Executive Director	\$104,000	<b>\$103,423</b>	2024
<a href="#">Ohio Valley Recovery Inc</a>	WV	\$137,839	Executive Director	\$44,873	<b>\$53,768</b>	2024
<a href="#">Moms Club</a>	TX	\$137,035	Chairman, President And Director	\$24,000	<b>\$26,568</b>	2024
<a href="#">Nova Principles Foundation</a>	UT	\$137,965	Executive Director	\$44,554	<b>\$50,463</b>	2024
<a href="#">Safe Alliance Foundation</a>	TX	\$136,896	Chief Executive Officer	\$9,108	<b>\$10,083</b>	2024
<a href="#">Beyond The Natural Foundation</a>	MD	\$136,830	Executive Director	\$38,690	<b>\$40,029</b>	2024
<a href="#">Share Xii Inc</a>	NY	\$136,807	Executive Director	\$70,564	<b>\$72,648</b>	2023
<a href="#">Here To Serve Inc</a>	CA	\$136,789	Ceo/board Chair	\$79,761	<b>\$74,255</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Americus Voa Elderly Housing Inc</a>	VA	\$138,316	President	\$175,327	<b>\$187,340</b>	2024
<a href="#">Christian Services Love Inc Of Greater Lansing</a>	MI	\$136,544	Help Center Coordinator	\$42,972	<b>\$49,085</b>	2024
<a href="#">Thrive Ministry Inc</a>	PA	\$136,510	President/ex	\$51,095	<b>\$56,388</b>	2024
<a href="#">Daft Youth Services Inc</a>	NY	\$138,504	Executive Director	\$50,000	<b>\$50,000</b>	2024
<a href="#">Cocoa House Inc</a>	NY	\$138,519	Executive Di	\$14,064	<b>\$14,064</b>	2024
<a href="#">Nebraska Panhandle Area Health</a>	NE	\$136,379	Executive Di	\$75,519	<b>\$87,570</b>	2025
<a href="#">Odd Fellows Faith Hope And Charity</a>	CT	\$136,335	Ceo	\$9,546	<b>\$9,905</b>	2024
<a href="#">Cascadia Clubhouse</a>	WA	\$138,837	Executive Director	\$22,521	<b>\$22,314</b>	2024
<a href="#">We Carry Kevan Inc</a>	IN	\$138,898	President	\$38,750	<b>\$45,222</b>	2024
<a href="#">Endless Opportunities</a>	NC	\$135,962	Executive Dir	\$50,538	<b>\$57,788</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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** 1114 organizations. Compensation range \$4–\$423,511; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$137,452); for reference, expenses \$153,698 and assets \$301,488.

**ROLE MATCH** Sehar Bham, reported title "*CLIENT ADVOCATE*", 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	227 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	32 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	35 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	39 <sup>th</sup>
Reportable pay only (column D), adjusted	45 <sup>th</sup>
All sources (D + E + F), adjusted	25 <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 (Sehar Bham) 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 1114 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,050 is reasonable (approximately the 35<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.