

South Asia Access

Executive Director / CEO

This analysis benchmarks the total compensation of **Tim Swauger, Executive Director / CEO** (\$24,000) against **every comparable organization** that fit the selection criteria — **192** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

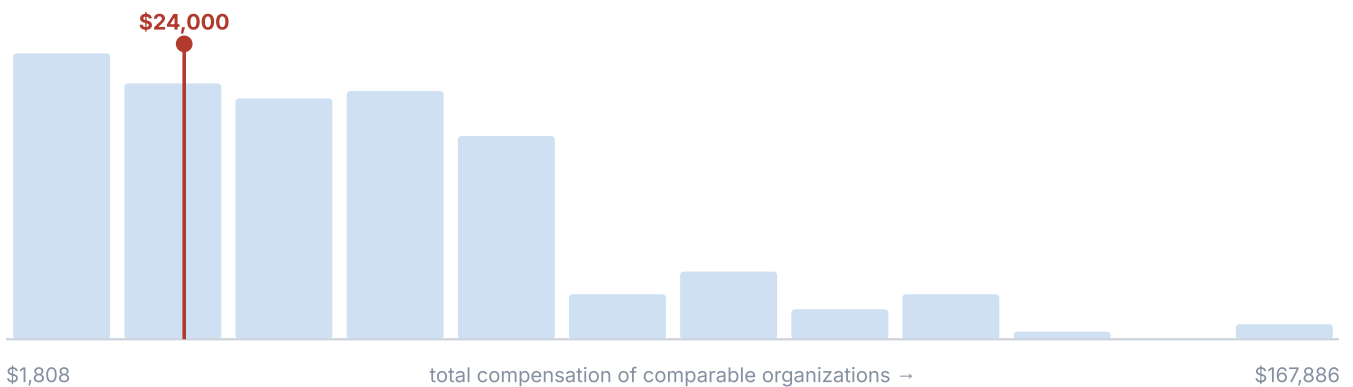
Benchmarked executive: Tim Swauger — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$173,536 and \$388,515 — 0.67x to 1.50x the subject's \$259,010 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

192 organizations qualified on sector, size, and geography → **192** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,580	\$21,767	\$39,744	\$58,499	\$86,764	\$24,000
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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 IL 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
Nations Training Institute Inc	TX	\$259,405	President	\$52,523	\$51,908	2024
Advanced Center For Eyecare Global	CA	\$258,535	Executive Dir.	\$75,000	\$65,875	2023
Cooperative Aid Inc	TN	\$260,027	Executive Dir.	\$50,000	\$53,459	2023
Far Reaching Ministries Aviation Inc	CA	\$260,470	Ceo	\$108,806	\$92,825	2024
Creole Inc Haiti	FL	\$257,320	Executive Director	\$50,600	\$46,964	2024
Santiago Panama Mission Adventures	TX	\$262,033	President	\$18,300	\$18,086	2024
Mercy Smiles International Outreach	TX	\$262,415	Board Member, Vice President, Former President	\$1,830	\$1,808	2024
Nicaragua Advances In Christian	TX	\$255,440	Board Member	\$40,800	\$40,322	2024
The Charis Project	CA	\$263,271	Ceo	\$24,000	\$20,475	2024
Troup Family Ministries Inc	TX	\$263,285	President	\$15,000	\$14,825	2024
Star Of Hope International America Inc	KS	\$263,394	Ceo	\$59,400	\$63,401	2024
Directconnect Humanitarian Aid Inc	MI	\$264,240	President	\$22,127	\$22,564	2024
Health Outreach Foundation	MO	\$252,972	Executive Director	\$92,937	\$100,125	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Children Rescues International	SD	\$265,523	Board Member	\$5,847	\$6,375	2024
International Faith Initiativesinc	IN	\$252,430	President	\$39,500	\$42,370	2023
Global Roots	OR	\$252,153	Presidentchair	\$75,000	\$68,812	2024
Second Mountain Ministries	TX	\$266,325	Director	\$165,000	\$167,886	2023
Somali American Social Service	MN	\$251,431	Executive Di	\$45,750	\$44,663	2024
Prayer Plan Missions Inc	OH	\$266,690	Honduras Field Director	\$14,000	\$14,650	2024
City Of Refuge International Inc	OR	\$267,483	President	\$47,580	\$44,944	2023
Project Ethiopia	WA	\$267,500	Executive Director	\$14,624	\$12,935	2024
Cure Glaucoma Foundation	TX	\$267,724	Exec Dir/treas	\$25,738	\$25,437	2024
Unatti Foundation	CA	\$247,939	President	\$38,000	\$32,419	2024
Isaacs Dream Inc	MO	\$270,534	President	\$2,000	\$2,093	2024
Chalice Of Mercy Inc	WI	\$272,231	President	\$55,836	\$57,613	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	192 organizations. Compensation range \$1,808–\$167,886; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$259,010); for reference, expenses \$233,340 and assets \$39,523.
ROLE MATCH	Tim Swauger, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	8 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	32 nd
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	32 nd

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 (Tim Swauger) 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 192 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,000 is reasonable (approximately the 32nd 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.