

Educators Institute For Human Rights In

Executive Director / CEO

EIN 273941018

DC · NTEE Q20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kate English, Executive Director / CEO** (\$175,487) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Kate English — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (Q20).

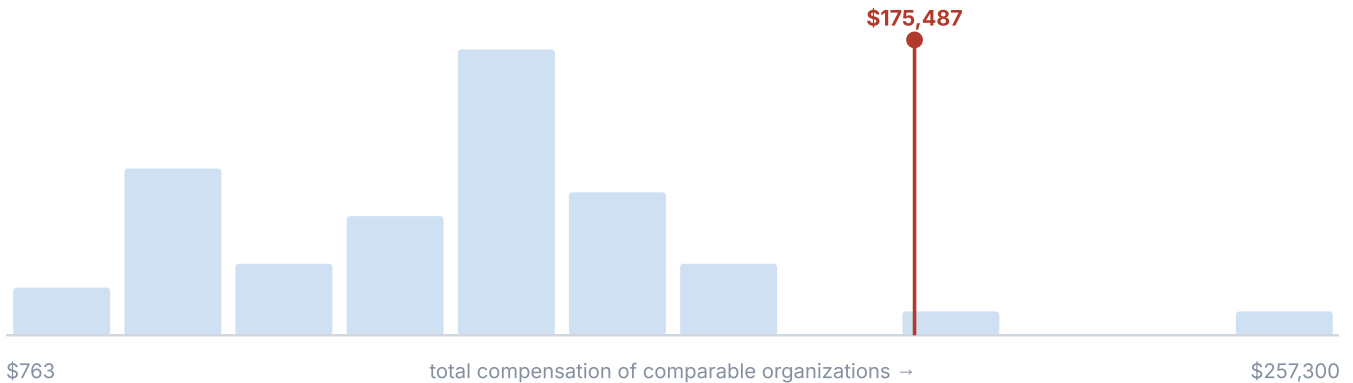
BUDGET Total revenue between \$290,855 and \$651,168 — 0.67x to 1.50x the subject's \$434,112 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Q20), nationwide + budget 0.67–1.5x revenue.

40 organizations qualified on sector, size, and geography

→ **40** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,406	\$45,909	\$90,732	\$110,756	\$130,421	\$175,487
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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
Unidosnow Inc	FL	\$430,469	Executive Director	\$124,062	\$132,812	2024
Japan America Society Of So California	CA	\$428,314	Executive Director	\$19,681	\$19,938	2023
American Mandarin Society	VA	\$421,218	Executive Di	\$84,000	\$95,155	2023
Civil Society Institute Inc	MA	\$413,467	President & Exec. Director	\$251,262	\$257,300	2024
Immigrant Solidarity Dupage	IL	\$458,275	President	\$82,954	\$92,935	2024
Cair Michigan Inc	MI	\$470,606	Executive Officer	\$89,539	\$105,318	2024
Just Foreign Policy	DC	\$397,148	Executive Director	\$94,167	\$96,948	2023
The Japan America Society Of Kentucky	KY	\$391,431	Executive Director	\$81,565	\$102,810	2023
Send A Cow Inc	VA	\$484,115	Executive Director	\$90,976	\$103,057	2023
Japan America Society Of Oregon	OR	\$490,048	Executive Director	\$103,108	\$109,115	2024
Arbol De Vida	TX	\$376,552	President	\$42,000	\$46,642	2025
Japan-america Society Of	TX	\$513,657	Pres - Part Yr	\$101,479	\$115,678	2024
Global Philadelphia Associaton Inc	PA	\$349,036	President	\$110,000	\$128,697	2023
The Tamarindo Foundation Inc	IN	\$346,182	Executive Director	\$120,753	\$145,113	2024
Love Must Act Inc	KY	\$335,584	President	\$25,500	\$31,220	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Facts And Logic About The	CA	\$541,460	President	\$86,845	\$87,981	2023
Identity Mission	NC	\$326,517	President	\$24,470	\$29,664	2023
Japan America Society Of Colorado	CO	\$326,000	Executive Director	\$91,264	\$99,724	2024
Japan-american Society	OH	\$325,902	Executive Di	\$30,227	\$35,543	2025
Japan-america Society Of Houston	TX	\$542,721	Executive Director	\$90,000	\$102,593	2024
The Fountain For The Natural	OR	\$322,044	President	\$700	\$763	2023
Greater Columbus Sister Cities	OH	\$546,505	Executive Director	\$103,896	\$125,400	2024
Center For International Experiential	CA	\$547,653	Executive Director	\$128,875	\$126,815	2024
Saage International	CO	\$564,318	Ceo	\$40,000	\$43,708	2024
Us Asia Institute	DC	\$573,514	Presidentsecretarytrustee	\$123,000	\$123,000	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 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 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 40 organizations. Compensation range \$763–\$257,300; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$434,112); for reference, expenses \$406,146 and assets \$35,684.

ROLE MATCH	Kate English, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	95 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	95 th
All sources (D + E + F), adjusted	93 rd

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 (Kate English) 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 40 similarly situated organizations (Same NTEE sector (Q20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$175,487 is reasonable (approximately the 95th 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.