

Academic Foundation For International

Executive Director / CEO

EIN **432041133**
 CA · NTEE Q22
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Kevin Ring, Executive Director / CEO** (\$100,000) against **every comparable organization** that fit the selection criteria — **572** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

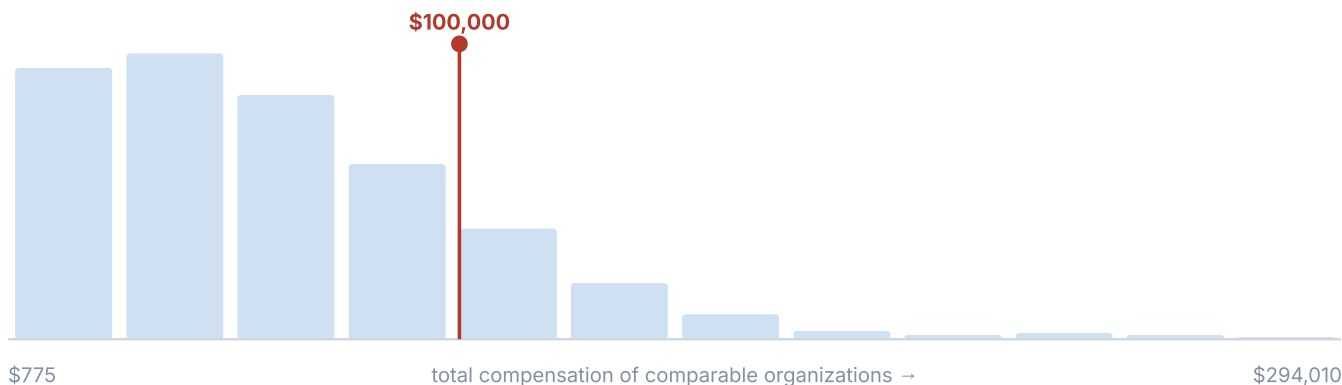
Benchmarked executive: Kevin Ring — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q22).
BUDGET	Total revenue between \$176,644 and \$395,472 — 0.67x to 1.50x the subject's \$263,648 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

572 organizations qualified on sector, size, and geography → **572** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,539	\$26,971	\$53,547	\$83,268	\$117,039	\$100,000
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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 CA 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
Childrens Rescue Mission Inc	CT	\$263,676	President	\$72,000	\$80,489	2023
American Institute Of Iranian Studies	NY	\$263,615	Executive Direc	\$53,000	\$57,101	2023
The Holiness Pilgrim Church Inc	IN	\$263,468	American Director	\$4,800	\$5,711	2025
Star Of Hope International America Inc	KS	\$263,394	Ceo	\$59,400	\$74,316	2024
Troup Family Ministries Inc	TX	\$263,285	President	\$15,000	\$17,377	2024
The Charis Project	CA	\$263,271	Ceo	\$24,000	\$24,000	2024
Directconnect Humanitarian Aid Inc	MI	\$264,240	President	\$22,127	\$26,449	2024
The Global Peace Initiative Of Women Religious And Spiritual Leaders Inc	NY	\$264,432	Treasurer/secretary	\$42,600	\$54,036	2020
Mercy Smiles International Outreach	TX	\$262,415	Board Member, Vice President, Former President	\$1,830	\$2,120	2024
Companion Community Development	IN	\$262,203	Executive Di	\$55,567	\$67,862	2024
Friends Of Ostomates Worldwide - Usa Inc	KY	\$262,040	Contacto	\$13,000	\$15,758	2025
Santiago Panama Mission Adventures	TX	\$262,033	President	\$18,300	\$21,199	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Indify Incorporated	MN	\$265,285	Executive Director	\$75,000	\$88,358	2023
Manhattan His Association	KS	\$265,413	Executive Director/secretary	\$65,500	\$79,836	2025
Children Rescues International	SD	\$265,523	Board Member	\$5,847	\$7,473	2024
Second Mountain Ministries	TX	\$266,325	Director	\$165,000	\$196,788	2023
Prayer Plan Missions Inc	OH	\$266,690	Honduras Field Director	\$14,000	\$17,172	2024
Be There Ministries	VA	\$266,817	Founder	\$40,000	\$46,047	2023
Far Reaching Ministries Aviation Inc	CA	\$260,470	Ceo	\$108,806	\$108,806	2024
World Federation Of Free Latvians	MD	\$266,852	Secretary General	\$38,256	\$41,419	2024
Nivas Inc	CO	\$260,322	President/executive Director	\$82,012	\$91,071	2024
Cooperative Aid Inc	TN	\$260,027	Executive Dir.	\$50,000	\$62,663	2023
City Of Refuge International Inc	OR	\$267,483	President	\$47,580	\$52,681	2023
Project Ethiopia	WA	\$267,500	Executive Director	\$14,624	\$15,163	2024
Cure Glaucoma Foundation	TX	\$267,724	Exec Dir/treas	\$25,738	\$29,816	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	572 organizations. Compensation range \$775–\$294,010; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$263,648); for reference, expenses \$251,095 and assets \$38,334.
ROLE MATCH	Kevin Ring, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	83 rd
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	81 st

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 (Kevin Ring) 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 572 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,000 is reasonable (approximately the 83rd 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.