

International Center For Advocates Against Discrimination Inc

Executive Director / CEO

EIN 454552704
 NY · NTEE Q33
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Hansdeep Singh, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **239** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

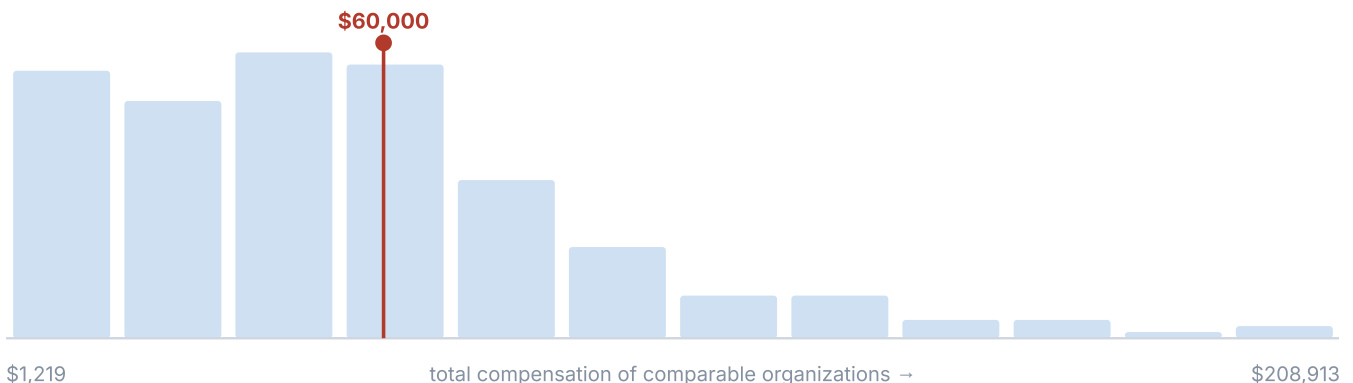
Benchmarked executive: Hansdeep Singh — reported title “Co-Founder & Legal Innovator”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

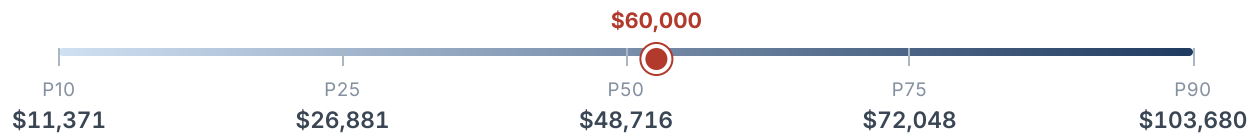
SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$281,620 and \$630,493 — 0.67x to 1.50x the subject's \$420,329 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

239 organizations qualified on sector, size, and geography → **239** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,371 10TH	\$26,881 25TH	\$48,716 MEDIAN	\$72,048 75TH	\$103,680 90TH	\$60,000 THIS ORG · 62ND
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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
Giving To Extremes	VA	\$417,228	President	\$50,000	\$51,894	2024
Hands Of Mercy Ministries	CO	\$416,864	Founder	\$42,000	\$43,289	2024
Project Lucas Inc	VA	\$416,713	Executive Di	\$60,000	\$64,111	2023
Equalhealth Inc	MA	\$415,758	Director	\$45,600	\$44,046	2024
Hearts Of Joy International Corp	NJ	\$414,996	Executive Dir.	\$81,500	\$78,217	2024
Mobility Worldwide	MO	\$426,417	Executive Di	\$13,292	\$15,133	2024
Croatian Relief Services Inc	NJ	\$426,897	President	\$30,000	\$29,642	2023
Bridging The Gap Africa Inc	OH	\$427,996	President	\$10,000	\$11,385	2024
The World Our Parish Inc	KY	\$428,779	President	\$114,564	\$132,303	2024
Phyllis Sortor Schools For Afr	WA	\$411,482	Director	\$6,497	\$6,253	2024
Dignity Period	MO	\$410,818	Executive Director	\$140,675	\$160,156	2024
Arm In Arm In Africa	MN	\$410,393	Executive Di	\$22,167	\$23,544	2024
Christ Sanctuary International	CA	\$409,988	President	\$12,000	\$11,138	2024
Belief In Motion Inc	GA	\$409,915	President/missionary	\$36,750	\$39,720	2024
Maranatha Childrens Ministries Inc	ID	\$431,429	President	\$45,200	\$51,684	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Chijnaya Foundation Inc	CA	\$408,488	Operations M	\$69,625	\$64,624	2024
Gate Of Hope Ministries Intl Inc	KY	\$433,251	Director	\$57,910	\$66,877	2024
Community Empowerment Nfp	IL	\$433,601	Executive Director (Thru 5/3/2024)	\$51,360	\$54,274	2024
Addis Jemari Inc	NC	\$434,018	Executive Di	\$35,769	\$40,901	2023
Carha Inc	FL	\$435,040	Director	\$30,000	\$30,293	2024
Serving Paraguay Inc	OK	\$405,236	President	\$33,500	\$39,651	2024
Living Hope International	MI	\$435,851	Child Welfare & Education	\$144,000	\$164,484	2023
Adm Capital Foundation Inc	MA	\$404,766	Clerk	\$12,300	\$11,881	2024
Develop Africa	TN	\$404,644	President/executive Director	\$25,000	\$28,247	2024
Acts 4 Rwanda Inc	AR	\$402,991	Executive Dir.	\$37,926	\$47,177	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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.

■ Sample, role match & sensitivity

PEER COUNT **239** organizations. Compensation range \$1,219–\$208,913; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$420,329); for reference, expenses \$409,569 and assets \$709,751.

ROLE MATCH	Hansdeep Singh, reported title " <i>Co-Founder & Legal Innovator</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	9 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	62 nd
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	61 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 (Hansdeep Singh) 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 239 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 62nd 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.