

China Aids Fund Inc

Executive Director / CEO

EIN 460502387

NY · NTEE H81

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Austin Lee, Executive Director / CEO** (\$61,538) against **every comparable organization** that fit the selection criteria — **98** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 51st percentile of comparable organizations

within the typical range

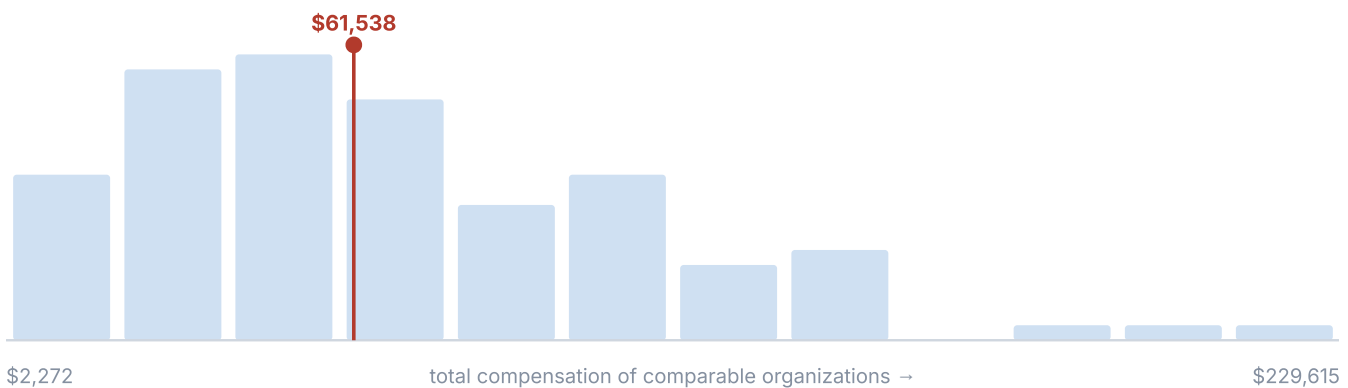
Benchmarked executive: Austin Lee — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

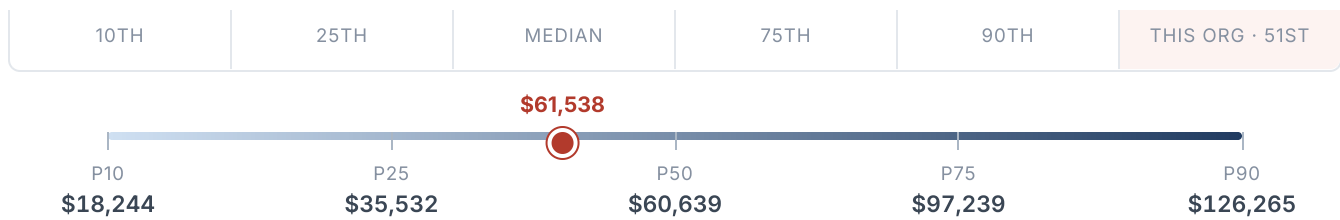
SECTOR	Organizations sharing the subject's NTEE classification (H81).
BUDGET	Total revenue between \$148,744 and \$333,010 — 0.67x to 1.50x the subject's \$222,007 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (H), nationwide + budget 0.67–1.5x revenue.

98 organizations qualified on sector, size, and geography → **98** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,244	\$35,532	\$60,639	\$97,239	\$126,265	\$61,538
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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
Massachusetts Coalition For The	MA	\$222,792	Executive Director	\$181,865	\$180,857	2024
Cody Dieruf Foundation	MT	\$224,998	Exec. Director	\$59,965	\$71,533	2024
Good Friend Inc	WI	\$225,181	Executive Director	\$36,500	\$43,431	2023
Physicians Research Network Inc	NY	\$225,246	President	\$120,000	\$120,000	2024
International Consensus Meeting On	PA	\$226,032	Secretary, Director	\$2,000	\$2,272	2023
Ryan Hill Research Foundation	WA	\$217,477	Executive Dir.	\$10,800	\$11,017	2023
Staten Island Heart Society Inc	NY	\$227,531	Executive Director	\$104,673	\$107,765	2023
Intl Soc For Cardiovascular Tran Res	AZ	\$214,457	Chairman	\$4,799	\$5,474	2022
Brain Health Initiative Inc	NH	\$214,410	Executive Dir.	\$81,500	\$85,740	2023
National Behavioral Consortium Inc	FL	\$230,000	Coexecutive	\$50,000	\$51,981	2024
The Dyslexia Foundation Inc	MA	\$213,235	Former President	\$58,636	\$62,495	2022
Alliance For Community Research	IL	\$211,062	Co-chief Executive Officer	\$30,873	\$34,581	2023
Virginia Cardiac Services Quality Initiative	VA	\$233,175	Executive Director	\$92,500	\$101,757	2023
The Foregut Research Foundation	CO	\$234,701	President	\$32,692	\$35,716	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Biomedical Research Institute Of	CA	\$208,249	President And Ceo	\$34,683	\$34,121	2023
Cancer Biology Training Consortium	NC	\$208,168	Asst Secretary-treasurer	\$26,391	\$32,342	2022
Society Of Metabolic Health	TX	\$235,971	President/board	\$60,000	\$66,420	2024
Reed Gastrointestinal Oncology Research	AL	\$236,157	Executive Director	\$75,000	\$92,315	2023
Have A Ball Foundation Inc	CA	\$207,433	President	\$70,500	\$67,369	2024
Health Assessment Lab Inc	MA	\$205,215	Director & Ceo, Cso	\$146,850	\$146,036	2024
Nbia Disorders Association	TX	\$241,251	President	\$23,333	\$25,830	2024
Neurosprng Inc	CA	\$242,650	Bus Mgr/trea	\$135,221	\$129,217	2024
Jastreboff Hearing Disorders Foundation	CT	\$242,804	Founder And Ceo	\$34,184	\$35,470	2024
The Maui Ola Foundation	CA	\$243,078	Executive Dir.	\$61,101	\$60,113	2023
Dirt Patch Science	TX	\$200,319	Director & C	\$130,000	\$148,160	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 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.

Sample, role match & sensitivity

PEER COUNT 98 organizations. Compensation range \$2,272–\$229,615; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$222,007); for reference, expenses \$242,519 and assets \$581,504.

ROLE MATCH	Austin Lee, reported title " <i>SECRETARY</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	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	51 st
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	47 th

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 (Austin Lee) 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 98 similarly situated organizations (Same NTEE major group (H), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,538 is reasonable (approximately the 51st 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.