

# Earth Citizens Organization

Executive Director / CEO

EIN 463820060

AZ · NTEE Q40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kyung Run Kim, Executive Director / CEO** (\$18,000) against **every comparable organization** that fit the selection criteria — **478** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

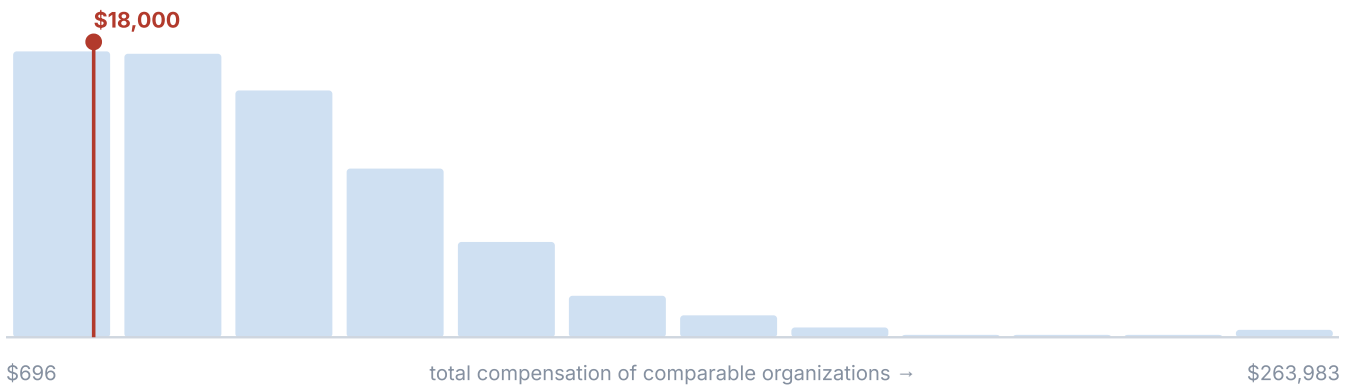
**Benchmarked executive:** Kyung Run Kim — reported title “DIRECTOR, VICE PRESIDENT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q40).
BUDGET	Total revenue between \$153,536 and \$343,738 — 0.67x to 1.50x the subject's \$229,159 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

**478** organizations qualified on sector, size, and geography → **478** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,736	\$23,207	\$46,171	\$71,055	\$99,317	\$18,000
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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 AZ 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
<a href="#">Warren Majengo Foundation</a>	PA	\$228,965	Executive Director	\$14,300	<b>\$15,266</b>	2023
<a href="#">Every Life Inc</a>	CO	\$229,440	Ceo Executive Director	\$34,350	<b>\$34,248</b>	2024
<a href="#">Ruel Foundation Usa</a>	CA	\$229,495	Board Member	\$5,401	<b>\$4,849</b>	2024
<a href="#">The Mooncatcher Project Inc</a>	NY	\$228,334	Executive Director	\$36,200	<b>\$34,013</b>	2024
<a href="#">Open Institute International Inc</a>	DC	\$228,190	Chairman	\$66,800	<b>\$62,752</b>	2023
<a href="#">Hope4burundi</a>	TX	\$228,065	President & Ceo	\$25,000	<b>\$26,771</b>	2023
<a href="#">Policy And Economic Research</a>	NC	\$230,371	President	\$66,875	<b>\$73,972</b>	2023
<a href="#">Connect Ministries</a>	WA	\$227,919	Executive Di	\$45,432	<b>\$42,294</b>	2024
<a href="#">Third Day Missions Inc</a>	NY	\$227,765	Executive Director	\$23,800	<b>\$23,023</b>	2023
<a href="#">Women's Federation For World Peace</a>	NY	\$230,561	Director & Intl. Vice Pres	\$40,000	<b>\$38,693</b>	2023
<a href="#">Center For Growth And Opportunity</a>	UT	\$227,736	President	\$143,888	<b>\$153,127</b>	2024
<a href="#">Allies Inc</a>	IN	\$227,662	Executive Di	\$60,830	<b>\$68,672</b>	2023
<a href="#">Israel Team Advocates International Inc</a>	AL	\$230,832	President And Ceo	\$150,000	<b>\$168,500</b>	2024
<a href="#">Engage Africa</a>	IL	\$230,892	President	\$37,150	<b>\$37,976</b>	2024
<a href="#">Inside The Middle East Inc</a>	MD	\$230,928	President	\$15,350	<b>\$15,362</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Studio Samuel Foundation Inc</a>	NC	\$231,084	Founder/executive Director	\$81,343	<b>\$89,976</b>	2023
<a href="#">Brio Health Global</a>	CA	\$227,106	Executive Director	\$65,173	<b>\$60,245</b>	2023
<a href="#">Oxford Consortium For Human Rights Inc</a>	CT	\$232,113	Treasurer (Former)	\$10,000	<b>\$9,749</b>	2024
<a href="#">Build And Restore International</a>	CA	\$232,223	President	\$20,000	<b>\$18,488</b>	2023
<a href="#">Us Diplomatic Studies Foundation</a>	AZ	\$226,075	President	\$43,927	<b>\$43,927</b>	2024
<a href="#">Guatemala Human Rights Commission U S A</a>	DC	\$226,075	Advocacy Director	\$61,919	<b>\$58,167</b>	2023
<a href="#">Gramhal Inc</a>	DE	\$232,500	President	\$38,727	<b>\$39,429</b>	2024
<a href="#">American Medical Institute Inc</a>	TX	\$225,800	Director/manager	\$55,207	<b>\$57,422</b>	2024
<a href="#">American Friends Of Emek Beracha In</a>	NY	\$225,751	President	\$21,260	<b>\$19,461</b>	2025
<a href="#">Building Together Inc</a>	NY	\$225,539	President	\$12,000	<b>\$11,608</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **478** organizations. Compensation range \$696–\$263,983; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$229,159); for reference, expenses \$300,076 and assets \$4,358,971.

<b>ROLE MATCH</b>	Kyung Run Kim, reported title " <i>DIRECTOR, VICE PRESIDENT</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
<b>RELATED-ORG PAY</b>	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	15 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	<b>19<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>19<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>23<sup>rd</sup></b>
All sources (D + E + F), adjusted	<b>18<sup>th</sup></b>

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 (Kyung Run Kim) 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 478 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,000 is reasonable (approximately the 19<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.