

Women Cross Dmz

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Christine Ahn, Executive Director / CEO** (\$118,043) against **every comparable organization** that fit the selection criteria — **680** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

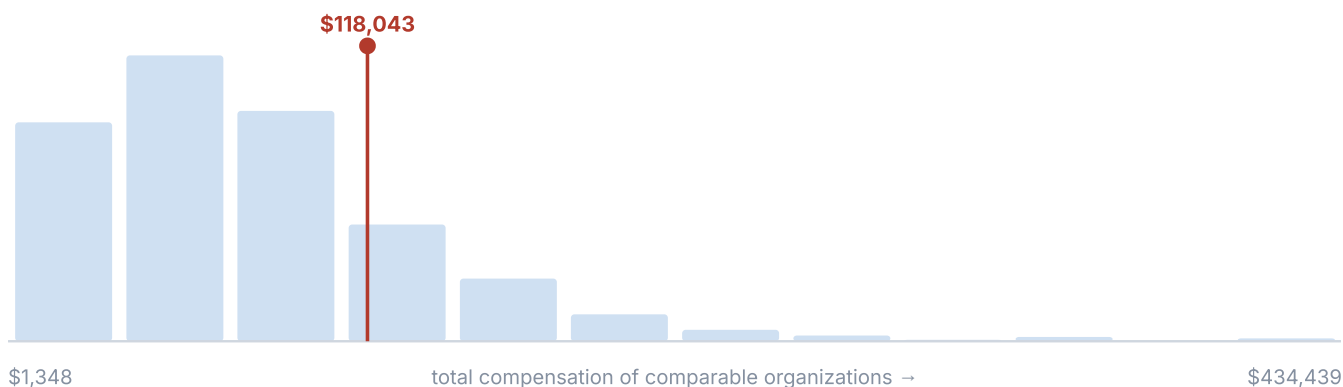
Benchmarked executive: Christine Ahn — reported title “EXECUTIVE DIRECTOR to 12/31”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q01).
BUDGET	Total revenue between \$333,368 and \$746,347 — 0.67x to 1.50x the subject's \$497,565 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

680 organizations qualified on sector, size, and geography → **680** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,376	\$40,138	\$70,913	\$108,695	\$151,551	\$118,043
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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
Action Kivu Inc	CA	\$497,688	Exec Dir & Secr	\$2,800	\$2,874	2024
Project Pearls Usa Inc	CA	\$497,737	Executive Director	\$67,340	\$69,122	2024
Kids Play International Inc	UT	\$497,148	Former Cftreasurerdirector	\$9,000	\$10,949	2024
Consortium For Global Education Inc	GA	\$496,584	President, Ex-officio	\$134,073	\$164,982	2023
Children Of Uganda	WV	\$495,995	Executive Di	\$83,479	\$110,618	2023
Luz De Vida	CO	\$499,385	President/ce	\$48,000	\$54,712	2024
Physicians For Peace	VA	\$499,826	Ceo (Thru 9/24)	\$162,927	\$182,181	2025
Jewish Home Lifecare Community Services	NY	\$499,907	President And Ceo	\$61,538	\$68,054	2023
American Friends Of Thorat Chajm Inc	NY	\$495,174	President	\$14,025	\$15,065	2024
Hero Women Rising Inc	NM	\$500,043	Executive Director	\$45,684	\$58,409	2024
Tanzania Health Partnership	MN	\$494,943	Executive Director	\$94,629	\$111,150	2024
Up Global Inc	KS	\$501,549	President	\$62,390	\$80,122	2024
Tanzania Wesley Education Foundation	TN	\$493,248	Executive Director	\$92,107	\$115,088	2024
War Child Usa Inc	NY	\$492,916	Board Member/president	\$30,000	\$32,225	2024
Concentric Development Inc	NC	\$492,816	President/secretary	\$260,969	\$320,538	2024
Kingdom Home	WA	\$492,692	Director	\$40,583	\$43,191	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Children's Mission	CA	\$502,446	U.s. Director	\$41,665	\$41,665	2025
Project Connect Inc	TN	\$491,983	President (Thru 10/2024)	\$77,366	\$96,669	2024
Beehive Global Inc	NC	\$491,957	Executive Director	\$32,500	\$41,097	2023
Alliance Francaise De Detroit-french Institute Of Michigan	MI	\$503,628	Executive Director	\$38,930	\$46,534	2025
Little Samaritan Mission	FL	\$491,116	President	\$53,000	\$59,185	2024
The City College Auxiliary Enterprises	NY	\$490,918	Treasurer	\$111,908	\$123,757	2023
Andando Foundation	OR	\$490,653	Executive Director	\$59,325	\$63,801	2025
Ambassadors Fellowship	DC	\$504,813	Executive Director	\$33,265	\$34,700	2024
Japan America Society Of Oregon	OR	\$490,048	Executive Director	\$103,108	\$113,822	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 2025 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	680 organizations. Compensation range \$1,348–\$434,439; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$497,565); for reference, expenses \$533,214 and assets \$547,758.
ROLE MATCH	Christine Ahn, reported title <i>"EXECUTIVE DIRECTOR to 12/31"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	80 th
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	78 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 (Christine Ahn) 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 13, 2026, comparing compensation against 680 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$118,043 is reasonable (approximately the 80th 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 13, 2026.