

Aasha India

Executive Director / CEO

EIN 465378907

UT · NTEE X99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Paige Flamm, Executive Director / CEO** (\$7,427) against **every comparable organization** that fit the selection criteria — **135** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

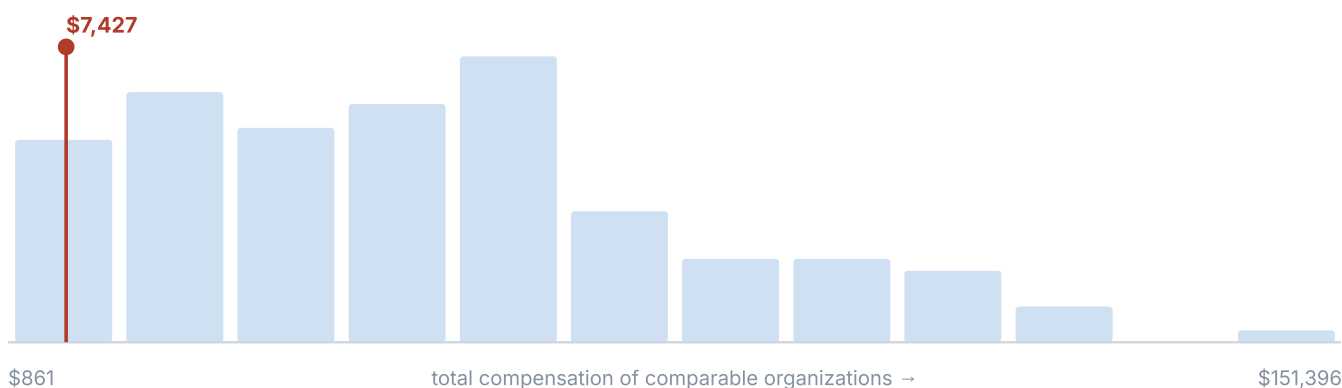
Benchmarked executive: Paige Flamm — reported title “DIR OF OPERA”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$104,513 and \$233,985 — 0.67x to 1.50x the subject's \$155,990 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

135 organizations qualified on sector, size, and geography → **135** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,310	\$23,437	\$44,676	\$65,524	\$96,857	\$7,427
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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 UT 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
Perkins Partnership Ministries	TX	\$155,829	President	\$33,000	\$32,253	2024
Louder Than Words Ministries	NC	\$153,970	Executive Director	\$32,400	\$32,710	2024
Emmanuel Missionary Institute Inc	MD	\$151,000	President	\$85,090	\$77,726	2024
Equip India Inc	FL	\$161,187	President	\$60,000	\$55,072	2024
Revelation Retreats	CO	\$161,681	President	\$9,000	\$8,432	2024
Craig Larson Evangelistic	TX	\$161,746	President	\$124,792	\$125,570	2023
House Of Hope Of Alachua County Inc	FL	\$162,165	Executive Director	\$65,000	\$59,662	2024
7 Figure Foundation	UT	\$162,271	Executive Director	\$40,008	\$40,008	2024
Share All Our Blessings Inc	FL	\$149,276	President Secretary Director	\$72,000	\$66,087	2024
Mission Life Inc	FL	\$149,174	Ceo/founder	\$18,308	\$16,804	2024
Solid Rock Ministries Of Vidor	TX	\$163,404	President	\$17,515	\$17,624	2023
Wellspoken Ministries	SC	\$164,420	Exec. Dir/pres	\$50,744	\$55,435	2022
Laszlo Mission League Inc	KS	\$164,527	Director	\$12,000	\$12,667	2024
The Opened Bible Academy	TX	\$147,364	Secretary	\$71,875	\$72,323	2023
Lao Conference Of Churches	FL	\$164,827	Director	\$16,400	\$15,497	2023
Jerusalem Cornerstone Foundation	WI	\$165,083	Secretary	\$24,475	\$24,974	2024
Boston Collaborative Inc	MA	\$146,727	Executive Director	\$101,250	\$88,898	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sierra Vista Volunteer Interfaith Caregiver Program Inc	AZ	\$166,016	Executive Director	\$76,086	\$73,607	2023
Ignition Point Ministries Inc	FL	\$145,924	President	\$72,277	\$66,341	2024
Greater Treme Consortium Inc	LA	\$166,487	Exec Dir	\$35,500	\$38,194	2024
Lxi Inc	TN	\$166,895	Executive Di	\$43,500	\$44,676	2024
Gracepoint Institute	NE	\$168,467	Ceo	\$56,250	\$60,858	2023
The Katz-helen And Ray Whittle Jr	GA	\$168,587	Executive Dir.	\$26,460	\$26,763	2023
Pearce Foundation Inc	IL	\$143,244	Director	\$2,263	\$2,174	2024
Eternal Awakenings	TX	\$168,858	President	\$6,000	\$5,864	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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	135 organizations. Compensation range \$861–\$151,396; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$155,990); for reference, expenses \$176,397 and assets \$15,726.
ROLE MATCH	Paige Flamm, reported title <i>"DIR OF OPERA"</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	1 peer 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	5 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 (Paige Flamm) 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 135 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,427 is reasonable (approximately the 6th 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.