

# Inya Burma Institute Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Carmin Berchiolli, Executive Director / CEO** (\$6,000) against **every comparable organization** that fit the selection criteria — **496** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Carmin Berchiolli — reported title “LIASON DIRECTOR”, 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 (B50).
BUDGET	Total revenue between \$63,952 and \$143,178 — 0.67x to 1.50x the subject's \$95,452 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

**496** organizations qualified on sector, size, and geography → **496** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,761	\$12,980	\$29,467	\$51,608	\$81,565	\$6,000
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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 IL 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="#">10 Academy Corp</a>	CA	\$95,587	Managing Director	\$42,000	<b>\$36,890</b>	2024
<a href="#">The Chelco Foundation Inc</a>	FL	\$95,633	Comp Is Not Paid By The Foundation	\$354,029	<b>\$338,294</b>	2024
<a href="#">Slate Of Mind</a>	NC	\$95,180	Executive Director	\$78,836	<b>\$82,857</b>	2024
<a href="#">Academic Abundance Inc</a>	NC	\$95,137	Executive Di	\$9,047	<b>\$9,508</b>	2024
<a href="#">Seven Dreams Education Foundation</a>	MN	\$94,983	Exec Drctr-p	\$27,297	<b>\$26,728</b>	2025
<a href="#">Center For Community Dispute Settlement</a>	CA	\$95,927	Executive-director	\$8,100	<b>\$7,114</b>	2024
<a href="#">Friends Of The University Of Delaware Library Inc</a>	DE	\$96,031	Treasurer	\$52,854	<b>\$52,641</b>	2024
<a href="#">Op&amp;cm Apprentice Training &amp; Educational Fund</a>	NJ	\$94,858	Plan Administrator	\$55,134	<b>\$51,551</b>	2023
<a href="#">Mammacare Foundation Inc</a>	FL	\$94,855	President	\$19,322	<b>\$17,987</b>	2025
<a href="#">Richland School District Two Education</a>	SC	\$96,169	Executive Director	\$12,000	<b>\$13,110</b>	2023
<a href="#">Psesd Learning Communities</a>	WA	\$94,732	Executive Di	\$66,813	<b>\$60,845</b>	2024
<a href="#">War Legacies Project Inc</a>	VT	\$94,564	Executive Director/board Secretary	\$49,448	<b>\$50,625</b>	2024
<a href="#">San Francisco Travel Foundation</a>	CA	\$94,478	President, Ceo (Thru 05/24)	\$14,556	<b>\$12,785</b>	2024
<a href="#">Paul Collins Jr Scholarship Fund</a>	NY	\$96,573	Fund Administrator	\$67,253	<b>\$61,815</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Strong Communities Realty Corporation</a>	FL	\$96,654	President	\$36,104	<b>\$35,518</b>	2023
<a href="#">Bailiwicks Enrichment Campus</a>	FL	\$96,742	President And Executive Director	\$9,280	<b>\$9,129</b>	2023
<a href="#">Contemporary Chinese School Of Az</a>	AZ	\$94,063	Director	\$4,187	<b>\$4,217</b>	2023
<a href="#">Polish National Alliance</a>	IL	\$96,855	Treasurer	\$32,455	<b>\$32,455</b>	2024
<a href="#">Rooted Collaborative</a>	TX	\$94,025	Director	\$22,000	<b>\$21,808</b>	2025
<a href="#">Trustees Of Hopkins Academy</a>	MA	\$93,922	President	\$2,000	<b>\$1,882</b>	2023
<a href="#">Building And Construction Laborers Local</a>	OH	\$97,052	Trustee	\$111,278	<b>\$119,884</b>	2024
<a href="#">Foundation For Compton Community College</a>	CA	\$93,837	Member	\$97,654	<b>\$85,772</b>	2024
<a href="#">Clinton Public Schools Scholarship Enrichment Foundation Inc</a>	MA	\$93,835	Treasurer (Ret)	\$900	<b>\$847</b>	2023
<a href="#">Georgia Apartment Association</a>	GA	\$93,766	President	\$38,614	<b>\$39,492</b>	2024
<a href="#">Stars Math And English Academy</a>	NC	\$93,755	Executive Director	\$10,534	<b>\$11,071</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	496 organizations. Compensation range \$2–\$448,851; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$95,452); for reference, expenses \$127,051 and assets \$100,877.
ROLE MATCH	Carmin Berchiolli, reported title " <i>LIASON DIRECTOR</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>
RELATED-ORG PAY	129 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	26 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	14 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	14 <sup>th</sup>
Reportable pay only (column D), adjusted	38 <sup>th</sup>
All sources (D + E + F), adjusted	12 <sup>th</sup>

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 (Carmin Berchiolli) 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 496 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 14<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.