

Americans For A Safe Israel Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Judith Freedman Kadish, Executive Director / CEO** (\$95,680) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

Benchmarked executive: Judith Freedman Kadish — reported title “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 (Q050).

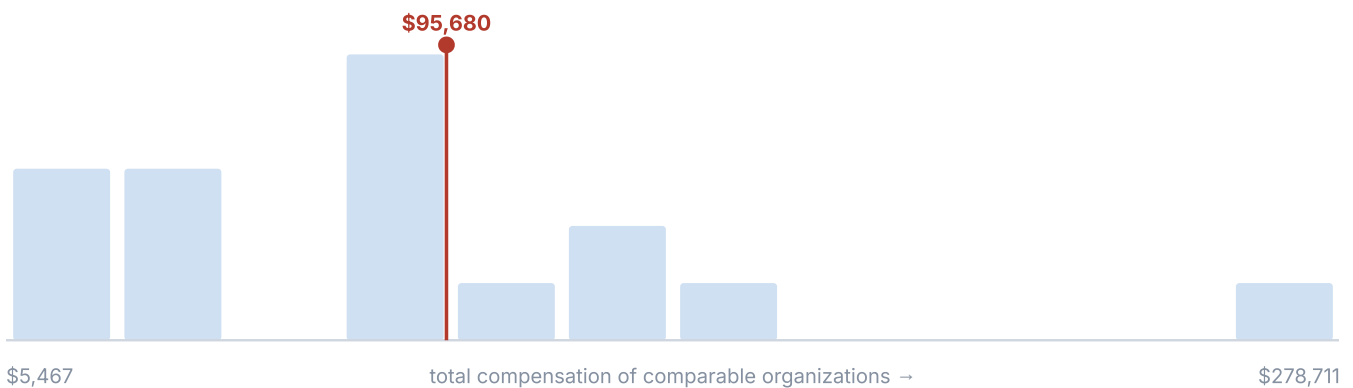
BUDGET Total revenue between \$126,724 and \$283,711 — 0.67x to 1.50x the subject's \$189,141 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Q05), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography

→ **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,482	\$42,983	\$78,739	\$105,939	\$139,877	\$95,680
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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
Carey Institute For Global Good Inc	NY	\$193,593	President	\$11,567	\$11,909	2023
Intelligence And National Security	VA	\$184,109	President	\$45,841	\$48,982	2024
Integrative Strategies Forum Inc	MD	\$196,907	Executive Director	\$91,659	\$97,633	2023
Lumen Inc	VA	\$177,837	Director	\$19,140	\$21,055	2023
Coalition For Integrity Inc	DC	\$172,861	President & Ceo	\$287,000	\$278,711	2024
Alaska World Affairs Council	AK	\$167,258	President/ce	\$79,434	\$86,524	2023
Ep21	DC	\$164,398	Treasurer & Ceo	\$139,423	\$135,396	2024
Policy And Economic Research	NC	\$230,371	President	\$66,875	\$78,728	2023
American Security Council	FL	\$145,098	Executive Di	\$71,654	\$74,492	2024
The Westminster Institute	VA	\$145,000	Director	\$43,750	\$46,748	2024
World Affairs Council Of Arizona Inc	AZ	\$238,456	Executive Director	\$81,003	\$88,758	2023
Media Caravan Inc	NY	\$130,863	President	\$78,750	\$78,750	2024
The Caux Round Table	MN	\$128,200	Executive Dir.	\$5,000	\$5,467	2024
Nautilus Of America Inc	CA	\$250,590	Executive Dir.	\$133,007	\$130,855	2023
Armenian National Institute Inc	DC	\$255,188	Director	\$31,693	\$31,687	2023
Institute For Food And Development Policy Inc	CA	\$269,887	Executive Director - Until 05/22/2023	\$146,731	\$144,357	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	16 organizations. Compensation range \$5,467–\$278,711; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$189,141); for reference, expenses \$230,895 and assets \$391,191.
ROLE MATCH	Judith Freedman Kadish, reported title " <i>DIRECTOR</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	2 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	69 th
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	56 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 (Judith Freedman Kadish) 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 16 similarly situated organizations (Same NTEE sector (Q05), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,680 is reasonable (approximately the 69th 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.