

Asian American Resource Foundation Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Connie Jee, Executive Director / CEO** (\$16,667) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

Benchmarked executive: Connie Jee — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S80).

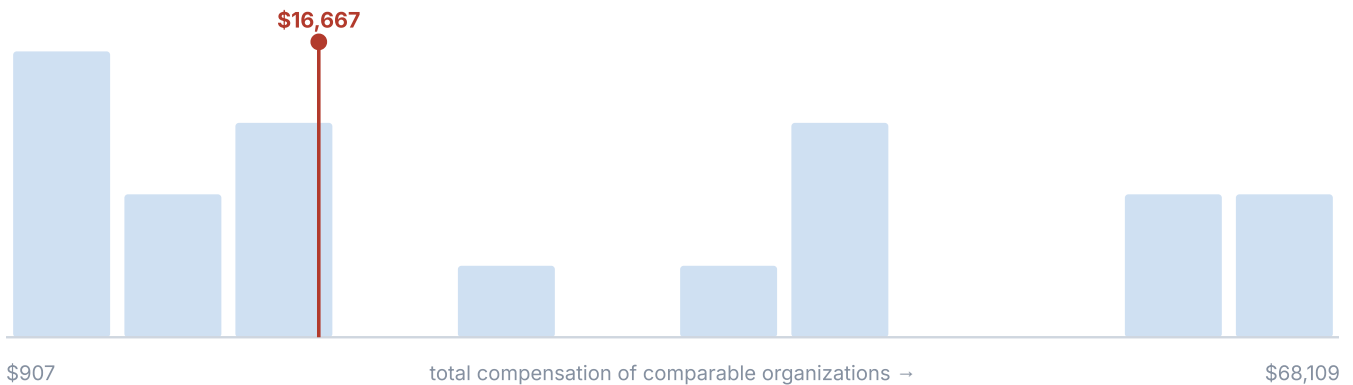
BUDGET Total revenue between \$75,472 and \$168,969 — 0.67x to 1.50x the subject's \$112,646 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S80), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography

→ **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,360	\$8,441	\$20,385	\$44,948	\$60,242	\$16,667
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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 GA 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
Center For Child And Family Achievement Inc	NJ	\$115,891	Executive Director	\$17,680	\$15,249	2024
Acercamiento Hispano	SC	\$116,481	Executive Director	\$54,987	\$57,052	2023
Ferndale Downtown Development Association	WA	\$117,926	Exec Director	\$71,000	\$63,220	2023
Tri Valley Medical Foundation	NE	\$118,516	Foundation Director	\$56,751	\$58,965	2024
Kane County Farm Bureau Foundation	IL	\$104,203	Manager	\$14,168	\$13,456	2024
Santa Rosa Community Services Inc	FL	\$126,025	Director	\$42,135	\$38,237	2024
Lions Sight Conservation Foundation Inc Of W Va	WV	\$99,195	Secretary-treasurer	\$2,400	\$2,445	2025
Chap Corporation	MN	\$129,847	Vice President	\$12,000	\$11,455	2024
Baxter Snowmobile Club Inc	MN	\$88,161	Gambling Mgr	\$14,682	\$14,015	2024
Robert J Min Md Pc	NY	\$85,688	President	\$51,748	\$45,171	2024
Estill County 21st Century Inc	KY	\$83,022	Executive Director	\$41,440	\$44,279	2023
Westside Regional Medical Staff Inc	FL	\$145,365	Chief Of Staff	\$1,000	\$907	2024
Benevolent & Protective Order Of	UT	\$76,258	Treasurer	\$7,720	\$7,436	2025
Pursuing Transformation Inc	PA	\$75,584	President	\$25,731	\$25,520	2023
Dade City Rod And Gun Club Inc	FL	\$155,917	President	\$2,700	\$2,451	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Midlands Mediation Center	SC	\$162,078	Executive Director	\$38,958	\$40,421	2023
Literacy Council Of Southwestern Pa	PA	\$165,913	Executive Di	\$70,700	\$68,109	2024
Northern Pine Riders	MN	\$167,631	President	\$2,200	\$2,162	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA cost of living and 2023 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 GA 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	18 organizations. Compensation range \$907–\$68,109; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$112,646); for reference, expenses \$139,059 and assets \$8,926.
ROLE MATCH	Connie Jee, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	50 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	44 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 (Connie Jee) 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 18 similarly situated organizations (Same NTEE sector (S80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,667 is reasonable (approximately the 50th 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.