

# Community Asylum Seekers Project Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Kate Paarlberg-kvam, Executive Director / CEO** (\$58,600) against **every comparable organization** that fit the selection criteria — **641** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59<sup>th</sup>** percentile of comparable organizations within the typical range

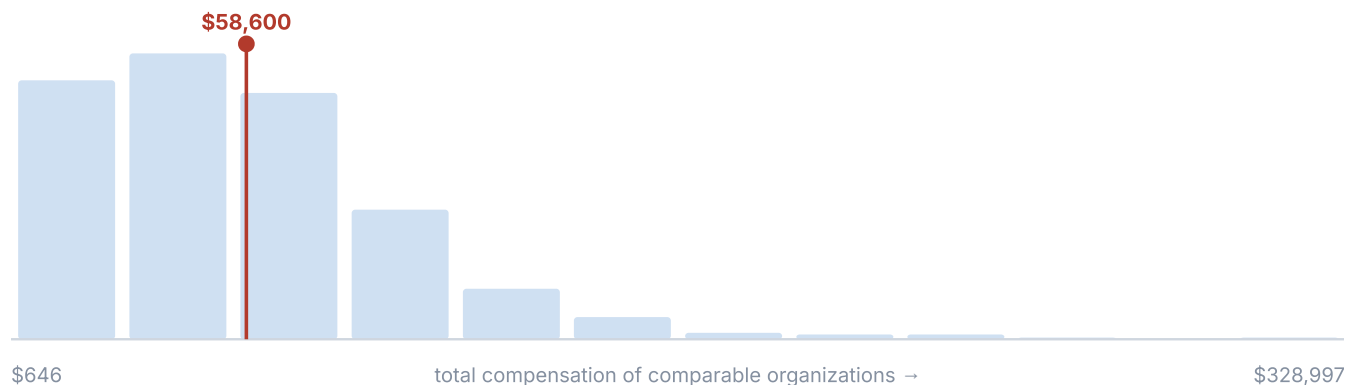
**Benchmarked executive:** Kate Paarlberg-kvam — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q71).
BUDGET	Total revenue between \$237,375 and \$531,438 — 0.67x to 1.50x the subject's \$354,292 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

**641** organizations qualified on sector, size, and geography → **641** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,230	\$27,631	\$51,697	\$77,919	\$105,517	\$58,600
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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 VT 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="#">Silent Images Inc</a>	NC	\$354,885	Executive Director	\$83,500	<b>\$83,259</b>	2024
<a href="#">Apple Of His Eye Charity</a>	OR	\$352,778	Executive Dir.	\$36,365	<b>\$32,589</b>	2024
<a href="#">Hands Up For Haiti Inc</a>	NY	\$355,875	Past Executive Director	\$18,138	<b>\$15,817</b>	2024
<a href="#">The Master's Mission Inc</a>	SC	\$356,102	Administrato	\$16,670	<b>\$17,278</b>	2023
<a href="#">Amigos The Richmond Latino Center Inc</a>	IN	\$351,902	Director	\$28,912	<b>\$29,423</b>	2024
<a href="#">Latin American Missions Board Inc</a>	WI	\$356,780	Missionary D	\$32,998	<b>\$33,256</b>	2024
<a href="#">World Wide Hispanic Outreach Inc</a>	IN	\$351,602	Executive Director	\$24,000	<b>\$24,423</b>	2024
<a href="#">Project Soar Marrakech</a>	DC	\$357,057	Co-founder & Ceo	\$48,379	<b>\$40,969</b>	2024
<a href="#">Witness For Peace</a>	MN	\$357,179	Secretary	\$16,741	<b>\$16,435</b>	2023
<a href="#">University Alliance Ruhr Inc</a>	NY	\$357,426	Executive Di	\$130,000	<b>\$113,361</b>	2024
<a href="#">Lemonade International Inc</a>	NC	\$357,700	Executive Director	\$84,892	<b>\$87,147</b>	2023
<a href="#">Miqueas 6-8 Inc</a>	GA	\$357,781	Board Members	\$5,000	<b>\$4,995</b>	2023
<a href="#">Hong Kong Democracy Council Usa</a>	DC	\$358,064	Executive Director	\$66,900	<b>\$56,653</b>	2024
<a href="#">Civic Leadership Usa Clusa</a>	CA	\$358,132	President	\$145,200	<b>\$124,568</b>	2023
<a href="#">Maternal Life International</a>	MT	\$350,286	Co-executive Director	\$60,000	<b>\$62,414</b>	2024
<a href="#">Hostage Families Alliance</a>	DC	\$358,534	President	\$28,334	<b>\$23,994</b>	2024
<a href="#">Olive Tree Ministry Inc</a>	CA	\$358,573	Executive Di	\$36,000	<b>\$30,885</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Africa Future Foundation</a>	CA	\$358,743	Cfo	\$12,000	<b>\$10,295</b>	2023
<a href="#">Women In The Window International Inc</a>	FL	\$349,140	Executive Director	\$79,217	<b>\$73,936</b>	2023
<a href="#">Global Philadelphia Associaton Inc</a>	PA	\$349,036	President	\$110,000	<b>\$108,985</b>	2023
<a href="#">Forget Me Not Ministries Inc</a>	IN	\$359,736	President	\$45,736	<b>\$47,919</b>	2023
<a href="#">The Albert Einstein Institution Inc</a>	MA	\$348,522	Executive Director/secretary	\$104,285	<b>\$93,105</b>	2023
<a href="#">Children Of Zion Of Maryland Inc</a>	MD	\$348,515	Executive Director	\$39,000	<b>\$35,186</b>	2024
<a href="#">Mexico Ministries Inc</a>	TX	\$348,483	President	\$35,896	<b>\$35,674</b>	2023
<a href="#">Heidelberg University Association</a>	NY	\$348,195	Exec. Direct	\$74,769	<b>\$65,200</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	641 organizations. Compensation range \$646–\$328,997; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$354,292); for reference, expenses \$326,700 and assets \$154,237.
ROLE MATCH	Kate Paarlberg-kvam, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 14 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	59 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	53 <sup>rd</sup>
Reportable pay only (column D), adjusted	31 <sup>st</sup>
All sources (D + E + F), adjusted	79 <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 (Kate Paarlberg-kvam) 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 641 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,600 is reasonable (approximately the 59<sup>th</sup> 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.