

Health For India Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Niravel J Varughese, Executive Director / CEO** (\$57,998) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

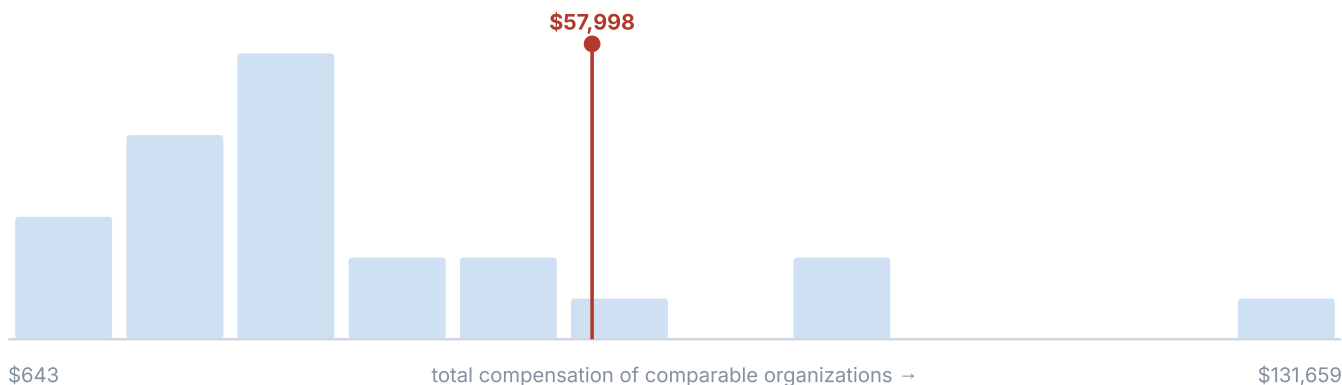
Benchmarked executive: Niravel J Varughese — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q12).
BUDGET	Total revenue between \$297,140 and \$665,241 — 0.67x to 1.50x the subject's \$443,494 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q12), nationwide + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,964	\$16,386	\$25,093	\$44,936	\$80,203	\$57,998
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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 KS 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
American Friends Of Ponovez	NY	\$449,096	President	\$28,172	\$23,564	2024
Highland Support Project	VA	\$433,174	Director	\$58,500	\$53,828	2023
Netzach Yaakov	NY	\$427,712	President	\$28,000	\$23,420	2024
Partners In Sustainable Development International	MO	\$407,548	Executive Director	\$59,640	\$60,198	2023
Gather1	TX	\$488,457	President	\$36,000	\$33,333	2024
Comite En Union Para Salvadoreños	NJ	\$397,912	Exec Dir	\$20,395	\$16,855	2024
War Child Usa Inc	NY	\$492,916	Board Member/president	\$30,000	\$25,093	2024
American Friends Of Thorat Chajm Inc	NY	\$495,174	President	\$14,025	\$11,731	2024
Womens Empowerment International	CA	\$389,342	Executive Director	\$106,600	\$85,204	2024
One Heart Global Ministries	NC	\$505,698	Trustee	\$30,000	\$29,540	2023
Ono Friends Inc	NJ	\$511,438	Director	\$60,000	\$49,587	2024
Charles Antetokounmpo Family Foundation	MN	\$368,862	Deputy Director	\$143,947	\$131,659	2024
Mission Life International Inc	NY	\$518,219	President/director	\$2,600	\$2,239	2023
India Connection Ministries Inc	NY	\$366,574	Executive Director	\$27,500	\$23,002	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Children Of Zion Of Maryland Inc	MD	\$348,515	Executive Director	\$39,000	\$33,750	2024
Chosen And Cherished Ministries Inc	NY	\$338,893	President/treas	\$18,000	\$15,056	2024
Friends Of Fountain Of Hope	OH	\$333,059	Board Member	\$637	\$643	2023
Abrahams Tent Inc	NY	\$313,586	Director	\$22,500	\$19,376	2023
Empowering Education International	TX	\$586,189	Director	\$17,190	\$15,917	2024
Epic Foundation Inc	NY	\$299,012	Assistant Treasurer & Assistant Cfo	\$3,912	\$3,272	2024
All Access International	TX	\$589,081	President	\$94,369	\$87,379	2024
Veterinarians Without Borders Usa	NY	\$613,908	Sr Dir Busin	\$49,436	\$40,284	2025
Project Nyame Nsa Ltd	NY	\$662,005	Executive Director	\$36,500	\$30,530	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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 23 organizations. Compensation range \$643–\$131,659; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$443,494); for reference, expenses \$526,072 and assets \$4,853,626.

ROLE MATCH Niravel J Varughese, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer 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	83 rd
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	96 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 (Niravel J Varughese) 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 23 similarly situated organizations (Same NTEE sector (Q12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,998 is reasonable (approximately the 83rd 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.