

Us Diplomatic Studies Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **David Miller, Executive Director / CEO** (\$43,927) against **every comparable organization** that fit the selection criteria — **467** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49th** percentile of comparable organizations within the typical range

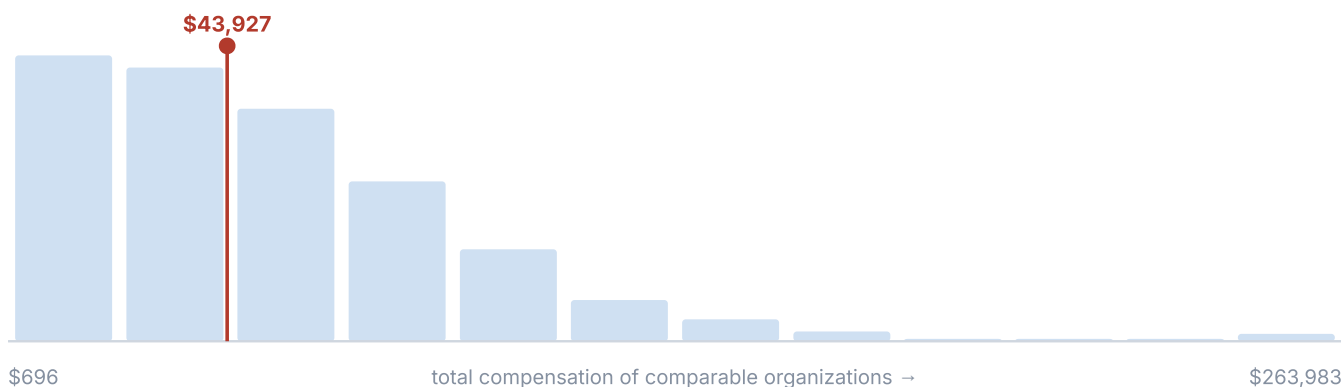
Benchmarked executive: David Miller — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q11).
BUDGET	Total revenue between \$151,470 and \$339,112 — 0.67x to 1.50x the subject's \$226,075 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

467 organizations qualified on sector, size, and geography → **467** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,908	\$22,557	\$45,164	\$71,268	\$99,366	\$43,927
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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 AZ 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
Guatemala Human Rights Commission U S A	DC	\$226,075	Advocacy Director	\$61,919	\$58,167	2023
American Medical Institute Inc	TX	\$225,800	Director/manager	\$55,207	\$57,422	2024
American Friends Of Emek Beracha In	NY	\$225,751	President	\$21,260	\$19,461	2025
Building Together Inc	NY	\$225,539	President	\$12,000	\$11,608	2023
Only A Servant Ministries Inc	TX	\$225,357	Director	\$69,300	\$72,081	2024
The Hyogo Business & Cultural Center	WA	\$225,136	Executive Director	\$107,805	\$97,773	2025
Brio Health Global	CA	\$227,106	Executive Director	\$65,173	\$60,245	2023
The Kaifa Group Inc	NY	\$224,787	Director	\$20,400	\$19,734	2023
Allies Inc	IN	\$227,662	Executive Di	\$60,830	\$68,672	2023
Center For Growth And Opportunity	UT	\$227,736	President	\$143,888	\$153,127	2024
Third Day Missions Inc	NY	\$227,765	Executive Director	\$23,800	\$23,023	2023
Aguaclara Reach Inc	NY	\$224,320	Director	\$86,121	\$80,919	2024
Connect Ministries	WA	\$227,919	Executive Di	\$45,432	\$42,294	2024
Hope4burundi	TX	\$228,065	President & Ceo	\$25,000	\$26,771	2023
Open Institute International Inc	DC	\$228,190	Chairman	\$66,800	\$62,752	2023
Hands Of Hope	SC	\$223,889	President	\$22,864	\$24,802	2024
The Mooncatcher Project Inc	NY	\$228,334	Executive Director	\$36,200	\$34,013	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
All Things New Inc	FL	\$223,630	Formerpresident	\$36,667	\$35,817	2024
Building New Hope	PA	\$223,321	Executive Director	\$33,005	\$36,679	2022
Aice Inc	MD	\$223,203	Executive Director	\$166,818	\$162,166	2024
Warren Majengo Foundation	PA	\$228,965	Executive Director	\$14,300	\$15,266	2023
Cuba Independiente Inc	FL	\$223,167	President	\$12,000	\$11,722	2024
Earth Citizens Organization	AZ	\$229,159	Director, Vice President	\$18,000	\$18,000	2024
Every Life Inc	CO	\$229,440	Ceo Executive Director	\$34,350	\$34,248	2024
Ruel Foundation Usa	CA	\$229,495	Board Member	\$5,401	\$4,849	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	467 organizations. Compensation range \$696–\$263,983; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$226,075); for reference, expenses \$200,544 and assets \$63,282.
ROLE MATCH	David Miller, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	49 th
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	47 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 (David Miller) 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 467 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,927 is reasonable (approximately the 49th 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.