

African Immigrant Family Services Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Adama Sawadogo, Executive Director / CEO** (\$30,600) against **every comparable organization** that fit the selection criteria — **28** 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

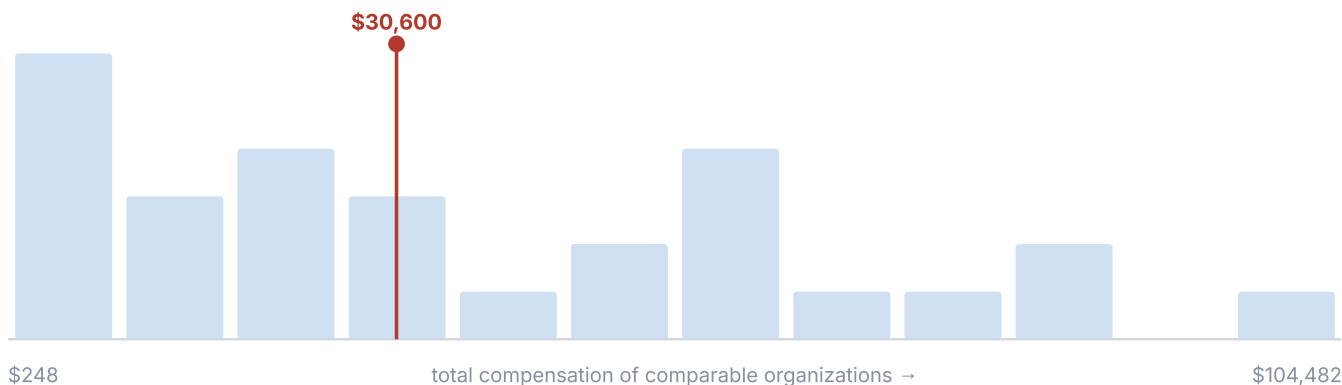
Benchmarked executive: Adama Sawadogo — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A70).
BUDGET	Total revenue between \$136,805 and \$306,282 — 0.67x to 1.50x the subject's \$204,188 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A70), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,859	\$13,732	\$31,439	\$54,950	\$77,548	\$30,600
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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 NE 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
The Association For The Study Of	NY	\$203,179	Executive Dir.	\$19,500	\$15,960	2025
Boulder School For German Language And Culture	CO	\$198,752	President	\$27,093	\$24,867	2023
Spokane Language House	WA	\$185,944	Board Pres/e	\$3,250	\$2,705	2024
Lex America Inc	MA	\$182,807	Executive Director	\$91,339	\$76,313	2024
Acton Chinese Language School	MA	\$227,508	Principle	\$5,434	\$4,423	2025
Morris Chinese Academy	NJ	\$176,651	Principal	\$5,245	\$4,354	2024
Huayuan Chinese Academy Inc	MD	\$175,535	President Board Director	\$37,459	\$32,561	2024
The Common Acre	WA	\$232,865	Executive Dir.	\$66,500	\$56,990	2023
Family Cornerstones Inc	TN	\$237,771	Exec. Director	\$51,300	\$50,135	2024
Northmont Fellowship Association	PA	\$238,368	President	\$13,000	\$12,053	2024
Small Press Traffic Literary Arts Center	CA	\$240,398	Executive Dir.	\$78,000	\$61,007	2025
Spitfire Club	VA	\$167,073	Executive Director (Ex Officio)	\$23,458	\$21,059	2024
Ether Sea Projects Inc Dbalitus Press	NY	\$243,647	Executive Dir.	\$22,000	\$18,483	2024
Zbigniew Herbert Polish Supplementary School Of Li Inc	NY	\$244,930	Principal/ceo	\$17,460	\$14,291	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Roaring Fork Center For Community	CO	\$249,768	Executive Director	\$52,772	\$47,047	2024
Parlez-vous Francais Inc	NJ	\$151,485	President	\$43,063	\$34,826	2025
Split This Rock Inc	DC	\$267,649	Director	\$64,281	\$53,995	2023
Marine Mills Folk School	MN	\$272,489	Pt Exec Dire	\$23,336	\$22,072	2023
Project Sycamore A Nfp Corporation	TX	\$273,382	Executive Director	\$84,000	\$80,431	2023
Christian Home Educators Assn Of Calif	CA	\$278,232	Treasurer	\$300	\$248	2023
Lama Foundation	NM	\$280,456	Director	\$1,008	\$1,038	2023
American Comparative Literature	IL	\$285,428	Chief Admin Off	\$85,586	\$80,541	2023
Faulkner Morgan Archive	KY	\$288,069	President & Executive Director	\$52,771	\$54,270	2023
Western Political Science Association	OR	\$288,787	Executive Dir.	\$7,000	\$6,044	2024
Atlanta Writers Club	GA	\$289,485	Executive Director	\$31,500	\$30,317	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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 **28** organizations. Compensation range \$248–\$104,482; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$204,188); for reference, expenses \$141,008 and assets \$117,226.

ROLE MATCH Adama Sawadogo, reported title "*EXECUTIVE DIRECTOR*", 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.

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)	46 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	46 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 (Adama Sawadogo) 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 28 similarly situated organizations (Same NTEE sector (A70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,600 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.