

# Gramhal Inc

Executive Director / CEO

EIN 881990363

DE · NTEE Q31

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Achint Sanghi, Executive Director / CEO** (\$38,727) against **every comparable organization** that fit the selection criteria — **489** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44<sup>th</sup>** percentile of comparable organizations within the typical range

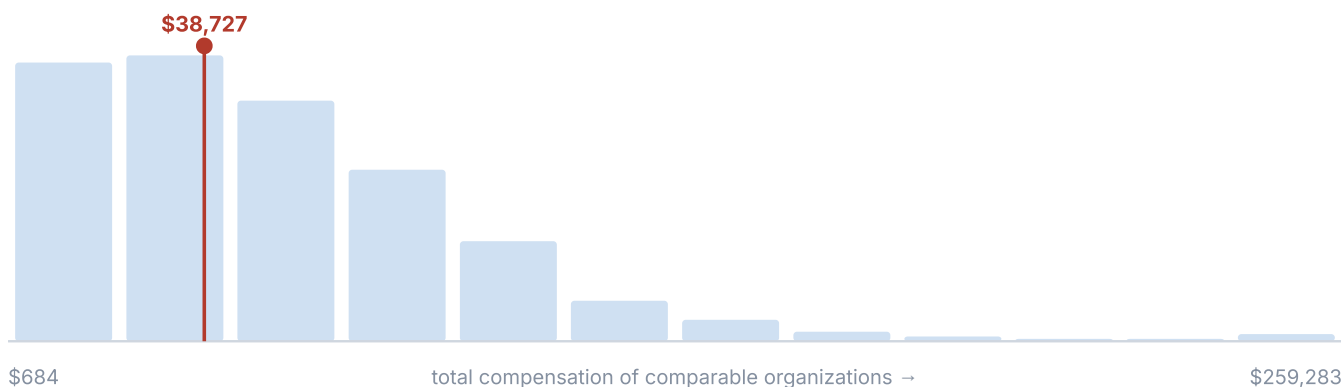
**Benchmarked executive:** Achint Sanghi — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q31).
BUDGET	Total revenue between \$155,775 and \$348,750 — 0.67x to 1.50x the subject's \$232,500 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

**489** organizations qualified on sector, size, and geography → **489** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,783	\$23,104	\$45,510	\$70,406	\$97,896	<b>\$38,727</b>
---------	----------	----------	----------	----------	-----------------



## ■ 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 DE 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="#">Build And Restore International</a>	CA	\$232,223	President	\$20,000	<b>\$18,159</b>	2023
<a href="#">Haitian Artisans For Peace Internat</a>	MI	\$232,790	Treasurer	\$50,231	<b>\$52,951</b>	2024
<a href="#">Sakala International</a>	ME	\$232,834	Executive Director Board Member	\$3,300	<b>\$3,375</b>	2024
<a href="#">Oxford Consortium For Human Rights Inc</a>	CT	\$232,113	Treasurer (Former)	\$10,000	<b>\$9,576</b>	2024
<a href="#">His Cherished Ones Inc</a>	FL	\$233,345	President	\$26,127	<b>\$25,067</b>	2024
<a href="#">Studio Samuel Foundation Inc</a>	NC	\$231,084	Founder/executive Director	\$81,343	<b>\$88,374</b>	2023
<a href="#">Inside The Middle East Inc</a>	MD	\$230,928	President	\$15,350	<b>\$15,089</b>	2023
<a href="#">Engage Africa</a>	IL	\$230,892	President	\$37,150	<b>\$37,300</b>	2024
<a href="#">Israel Team Advocates International Inc</a>	AL	\$230,832	President And Ceo	\$150,000	<b>\$165,500</b>	2024
<a href="#">Evanjafrica Inc</a>	SC	\$234,392	Founder & Ex	\$54,000	<b>\$59,234</b>	2023
<a href="#">Women's Federation For World Peace</a>	NY	\$230,561	Director & Intl. Vice Pres	\$40,000	<b>\$38,004</b>	2023
<a href="#">Policy And Economic Research</a>	NC	\$230,371	President	\$66,875	<b>\$72,655</b>	2023
<a href="#">Mission Of Truth</a>	TN	\$235,100	Vice President	\$60,000	<b>\$66,313</b>	2023
<a href="#">African Hospitality Institute</a>	WA	\$235,222	Field Director	\$80,000	<b>\$75,310</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Bless The Children Inc</a>	FL	\$235,412	Exec Director	\$10,200	<b>\$9,534</b>	2025
<a href="#">Goodjustice</a>	SC	\$235,444	President	\$40,500	<b>\$44,425</b>	2023
<a href="#">Ruel Foundation Usa</a>	CA	\$229,495	Board Member	\$5,401	<b>\$4,763</b>	2024
<a href="#">Every Life Inc</a>	CO	\$229,440	Ceo Executive Director	\$34,350	<b>\$33,639</b>	2024
<a href="#">Earth Citizens Organization</a>	AZ	\$229,159	Director, Vice President	\$18,000	<b>\$17,680</b>	2024
<a href="#">Warren Majengo Foundation</a>	PA	\$228,965	Executive Director	\$14,300	<b>\$14,994</b>	2023
<a href="#">Life Help</a>	WA	\$236,530	President	\$36,000	<b>\$32,917</b>	2024
<a href="#">Damou Christian Mission Inc</a>	IN	\$236,641	Field Director	\$22,300	<b>\$24,727</b>	2023
<a href="#">The Mooncatcher Project Inc</a>	NY	\$228,334	Executive Director	\$36,200	<b>\$33,408</b>	2024
<a href="#">Open Institute International Inc</a>	DC	\$228,190	Chairman	\$66,800	<b>\$61,635</b>	2023
<a href="#">Hope4burundi</a>	TX	\$228,065	President & Ceo	\$25,000	<b>\$26,294</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DE 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 DE 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** **489** organizations. Compensation range \$684–\$259,283; filing years 2020–2025.

**SIZE BASIS** Matched on total revenue (\$232,500); for reference, expenses \$322,066 and assets \$67,680.

<b>ROLE MATCH</b>	Achint Sanghi, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	44 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	44 <sup>th</sup>
Reportable pay only (column D), adjusted	47 <sup>th</sup>
All sources (D + E + F), adjusted	42 <sup>nd</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 (Achint Sanghi) 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 489 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,727 is reasonable (approximately the 44<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.