

Aleut International Association

Executive Director / CEO

EIN 920169320

AK · NTEE A23

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Jessica Veldstra, Executive Director / CEO** (\$80,859) against **every comparable organization** that fit the selection criteria — **161** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

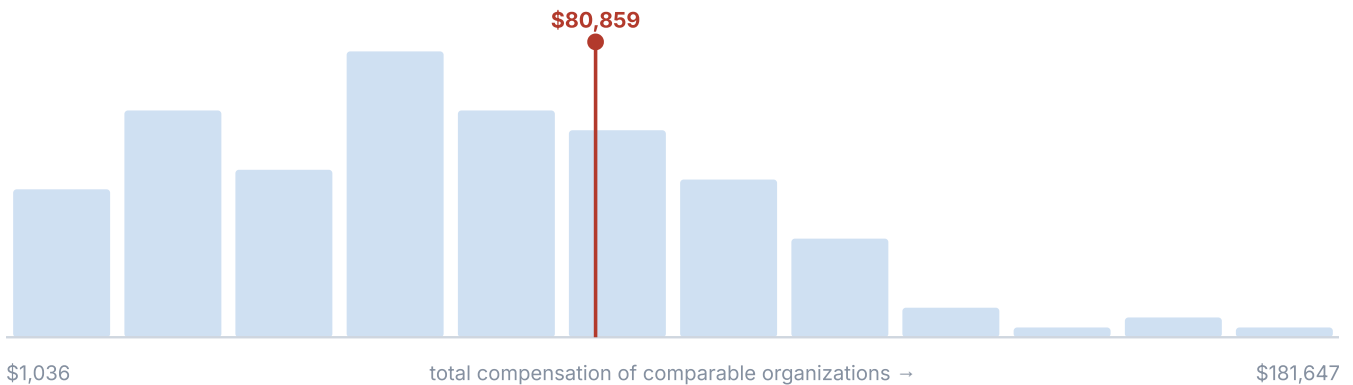
Benchmarked executive: Jessica Veldstra — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A23).
BUDGET	Total revenue between \$322,390 and \$721,770 — 0.67x to 1.50x the subject's \$481,180 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

161 organizations qualified on sector, size, and geography → **161** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,349	\$33,840	\$60,016	\$84,593	\$108,087	\$80,859
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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 AK 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
Na Maka Haloa O Waipio	HI	\$483,586	President	\$71,200	\$68,646	2023
Korean Performing Arts Institute Of Chicago	IL	\$483,721	Education Director	\$36,375	\$37,405	2024
Brasil Brasil Cultural Center	CA	\$477,881	Director	\$50,600	\$45,702	2024
The Westerners The First People Of	CA	\$486,134	President & Ceo	\$141,242	\$127,569	2024
Subject Matter Inc	NY	\$487,822	Co-executive Director	\$60,000	\$56,710	2024
Latinos United For A New America	CA	\$487,880	Co-director	\$87,517	\$79,045	2024
Six Square Austins Black Cultural District	TX	\$474,275	Executive Director	\$76,667	\$80,216	2024
Enrich Chicago	IL	\$489,079	Executive Director	\$89,889	\$92,434	2024
Ballet Folklorico Ollin Yoliztli	AZ	\$470,458	Executive Dir.	\$12,900	\$12,977	2024
Igogo International	IN	\$492,085	President	\$125,000	\$137,880	2024
Japan-america Society Of Tennessee	TN	\$492,666	President	\$86,009	\$94,563	2024
Miho Belmont International Inc	MA	\$469,675	Clerk	\$193,257	\$181,647	2024
New York Chinese Cultural Center Inc	NY	\$493,915	Executive Director	\$85,500	\$80,812	2024
Foundation For Korean Language & Culture In The Usa	CA	\$494,664	Secretary	\$43,091	\$38,920	2024
100 People Foundation Inc	NY	\$466,693	President	\$74,525	\$70,439	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Japanese Cultural Center Tea House &	MI	\$495,853	Executive Director	\$23,074	\$24,911	2024
Be The Healing Inc	OR	\$496,535	Executive Dir.	\$24,000	\$22,711	2025
Hungary Foundation	DC	\$464,187	Executive Di	\$92,000	\$84,444	2024
German-american Society Of Trenton	NJ	\$498,276	Trustee	\$1,682	\$1,617	2023
Charro Days Inc	TX	\$499,901	Executive Director	\$44,000	\$44,851	2025
Kona Historical Society	HI	\$459,661	Executive Di	\$50,375	\$47,174	2024
Hospitality Center For Chinese	MN	\$504,509	Executive Director	\$71,004	\$71,494	2025
Alliance Francaise De St Louis	MO	\$504,539	Executive Director	\$86,737	\$96,091	2024
So'oh Shinali Sister Project	CA	\$457,523	Executive Director	\$67,959	\$61,380	2024
Hbcu First Inc	NY	\$457,238	Chairman Of	\$120,000	\$113,420	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK 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 AK 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 **161** organizations. Compensation range \$1,036–\$181,647; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$481,180); for reference, expenses \$513,667 and assets \$147,890.

ROLE MATCH	Jessica Veldstra, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	71 st
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	70 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 (Jessica Veldstra) 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 161 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,859 is reasonable (approximately the 71st 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.