

Asian Immigrant Women Advocates Inc

Executive Director / CEO

EIN 942977665
 CA · NTEE P84Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Young Shin, Executive Director / CEO** (\$28,127) against **every comparable organization** that fit the selection criteria — **75** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17th** percentile of comparable organizations below the typical range for comparable organizations

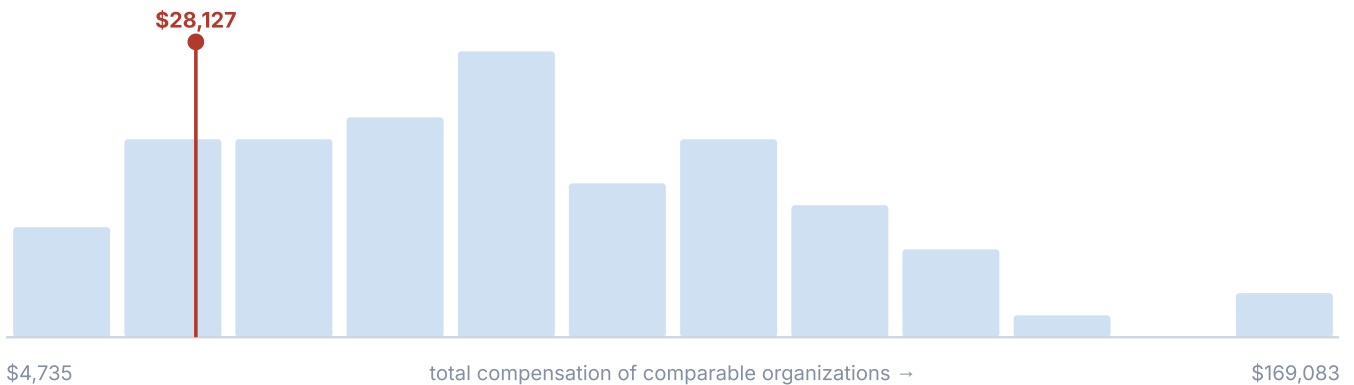
Benchmarked executive: Young Shin — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P84Z).
BUDGET	Total revenue between \$251,593 and \$563,269 — 0.67x to 1.50x the subject's \$375,513 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P84), nationwide + budget 0.67–1.5x revenue.

75 organizations qualified on sector, size, and geography → **75** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,246	\$42,432	\$65,956	\$90,498	\$112,947	\$28,127
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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 CA 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
Vitendo4africa	MO	\$374,837	Executive Director And Ceo	\$60,000	\$71,484	2024
Refugee Assistance Alliance Inc	FL	\$377,285	President	\$55,309	\$58,445	2024
Spanish Action League Of Onondaga County	NY	\$371,786	President	\$101,710	\$103,383	2024
Dfw Refugee Outreach Services	TX	\$385,255	President	\$6,000	\$6,751	2024
Pillars4humanity	VA	\$386,619	Chief Executive Officer	\$102,948	\$111,811	2024
Latino Resources Inc	IA	\$363,673	Executive Dir.	\$24,000	\$29,559	2024
Inland Empire Immigrant Youth Collective	CA	\$387,683	Executive Dir.	\$89,711	\$84,891	2025
Conexion De Negocios Latinos	AR	\$391,193	Ceo	\$69,808	\$88,264	2024
Pacific County Immigrant Support	WA	\$397,511	President	\$21,468	\$21,620	2024
Narrative Arts	NC	\$397,882	Executive Director	\$62,752	\$72,935	2024
Latino Union Of Chicago	IL	\$400,394	Executive Dir.	\$65,950	\$72,932	2024
Sin Barreras Without Barriers Inc	VA	\$401,299	President	\$18,800	\$20,419	2024
Ithaca Welcomes Refugees Inc	NY	\$349,328	Executive Director	\$47,180	\$47,955	2024
Centreville Immigration Forum	VA	\$345,591	Executive Di	\$104,692	\$113,705	2024
Parity Inc	OH	\$408,920	Chief Operations Officer	\$100,097	\$119,254	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hogar Hispano Inc	DC	\$409,168	Executive Director	\$166,380	\$169,083	2023
The Urban Village Inc	MN	\$414,126	Executive Director	\$60,000	\$68,659	2023
Southeast Immigrant Rights Network Inc	GA	\$333,246	Co-director	\$109,848	\$124,240	2024
Kurdish Peace Institute	VA	\$328,020	Executive Dir.	\$143,982	\$156,378	2024
International House Inc	IN	\$423,303	Executive Di	\$53,056	\$62,936	2024
Pathways To Citizenship	CA	\$424,856	Executive Director	\$63,765	\$61,936	2024
Servicios Latinos De Burlington County Inc	NJ	\$425,789	Executive Director	\$105,752	\$106,208	2024
Our Helpers	OH	\$323,546	Chief Executive Officer	\$80,000	\$95,311	2024
Southeast Asian Healing Center Incorporated	WI	\$323,383	Executive Director	\$39,000	\$45,815	2024
Tabithas Heart	MN	\$427,948	Executive Director	\$49,500	\$55,018	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2023 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 CA 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 75 organizations. Compensation range \$4,735–\$169,083; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$375,513); for reference, expenses \$263,770 and assets \$1,569,695.

ROLE MATCH Young Shin, reported title "*Executive Dir.*", 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	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	17 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	16 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 (Young Shin) 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 75 similarly situated organizations (Same NTEE sector (P84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,127 is reasonable (approximately the 17th 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.