

Japan America Society Of So California

Executive Director / CEO

EIN 952021853
 CA · NTEE Q200
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Stephen Rickert, Executive Director / CEO** (\$19,681) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

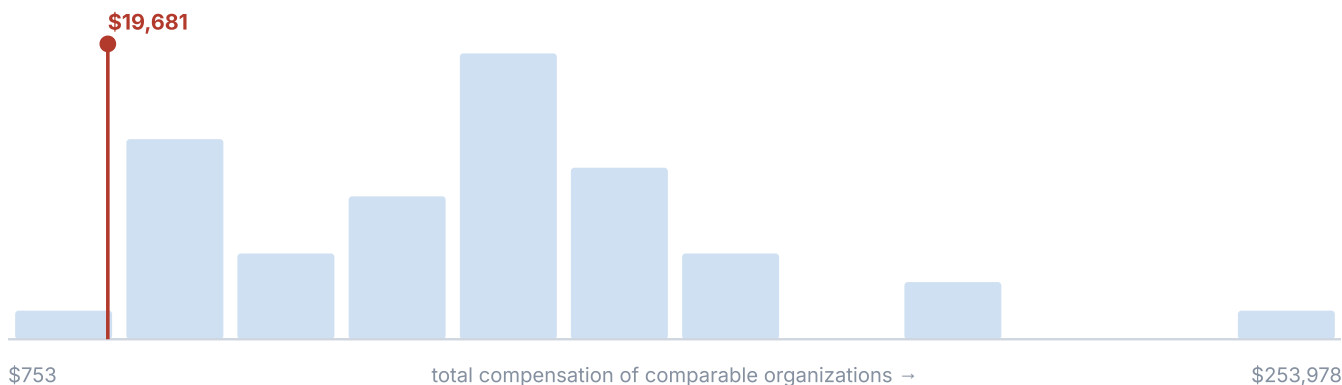
Benchmarked executive: Stephen Rickert — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q200).
BUDGET	Total revenue between \$286,970 and \$642,471 — 0.67x to 1.50x the subject's \$428,314 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q20), nationwide + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography → **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,716	\$50,100	\$92,831	\$119,605	\$134,741	\$19,681
----------	----------	----------	-----------	-----------	-----------------



■ 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
Unidosnow Inc	FL	\$430,469	Executive Director	\$124,062	\$131,098	2024
Educators Institute For Human Rights In	DC	\$434,112	Executive Director	\$175,487	\$173,221	2024
American Mandarin Society	VA	\$421,218	Executive Di	\$84,000	\$93,927	2023
Civil Society Institute Inc	MA	\$413,467	President & Exec. Director	\$251,262	\$253,978	2024
Immigrant Solidarity Dupage	IL	\$458,275	President	\$82,954	\$91,735	2024
Just Foreign Policy	DC	\$397,148	Executive Director	\$94,167	\$95,697	2023
The Japan America Society Of Kentucky	KY	\$391,431	Executive Director	\$81,565	\$101,483	2023
Cair Michigan Inc	MI	\$470,606	Executive Officer	\$89,539	\$103,958	2024
Arbol De Vida	TX	\$376,552	President	\$42,000	\$46,040	2025
Send A Cow Inc	VA	\$484,115	Executive Director	\$90,976	\$101,727	2023
Japan America Society Of Oregon	OR	\$490,048	Executive Director	\$103,108	\$107,707	2024
Global Philadelphia Associaton Inc	PA	\$349,036	President	\$110,000	\$127,036	2023
The Tamarindo Foundation Inc	IN	\$346,182	Executive Director	\$120,753	\$143,240	2024
Japan-america Society Of	TX	\$513,657	Pres - Part Yr	\$101,479	\$114,185	2024
Love Must Act Inc	KY	\$335,584	President	\$25,500	\$30,816	2024
Identity Mission	NC	\$326,517	President	\$24,470	\$29,281	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Japan America Society Of Colorado	CO	\$326,000	Executive Director	\$91,264	\$98,437	2024
Japan-american Society	OH	\$325,902	Executive Di	\$30,227	\$35,084	2025
The Fountain For The Natural	OR	\$322,044	President	\$700	\$753	2023
Facts And Logic About The	CA	\$541,460	President	\$86,845	\$86,845	2023
Japan-america Society Of Houston	TX	\$542,721	Executive Director	\$90,000	\$101,268	2024
Greater Columbus Sister Cities	OH	\$546,505	Executive Director	\$103,896	\$123,780	2024
Center For International Experiential	CA	\$547,653	Executive Director	\$128,875	\$125,178	2024
Interfaith Peace Builders	DC	\$293,845	Managing Director (Thru 11/22)	\$78,218	\$79,489	2023
Saage International	CO	\$564,318	Ceo	\$40,000	\$43,143	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 38 organizations. Compensation range \$753–\$253,978; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$428,314); for reference, expenses \$350,718 and assets \$1,067,451.

ROLE MATCH Stephen Rickert, 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.

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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	5 th
All sources (D + E + F), adjusted	3 rd

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 (Stephen Rickert) 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 38 similarly situated organizations (Same NTEE sector (Q20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,681 is reasonable (approximately the 3rd 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.