

# United Nations Assn Of San Diego

Executive Director / CEO

EIN 953411552

CA · NTEE Q420

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Joan Augsburger, Executive Director / CEO** (\$52,274) against **every comparable organization** that fit the selection criteria — **172** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62<sup>nd</sup>** percentile of comparable organizations within the typical range

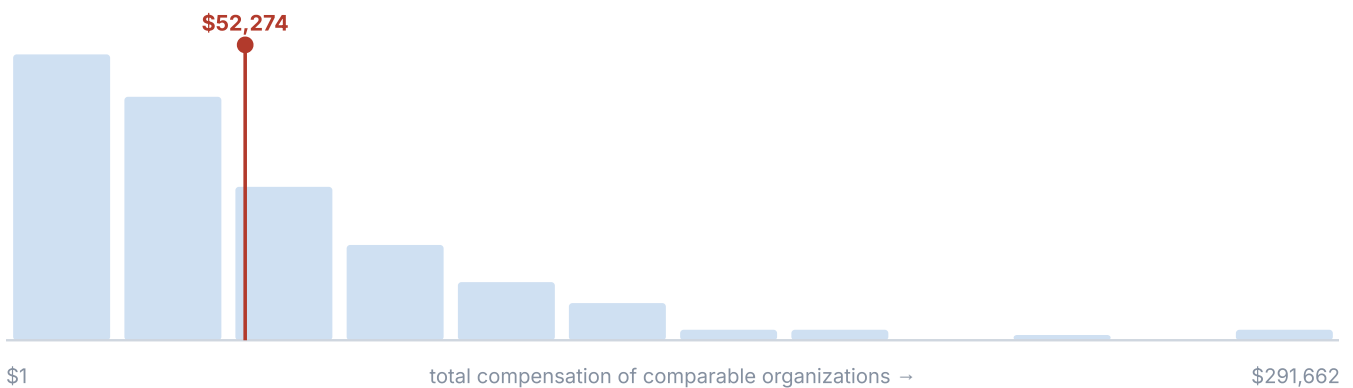
**Benchmarked executive:** Joan Augsburger — reported title “Manager”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

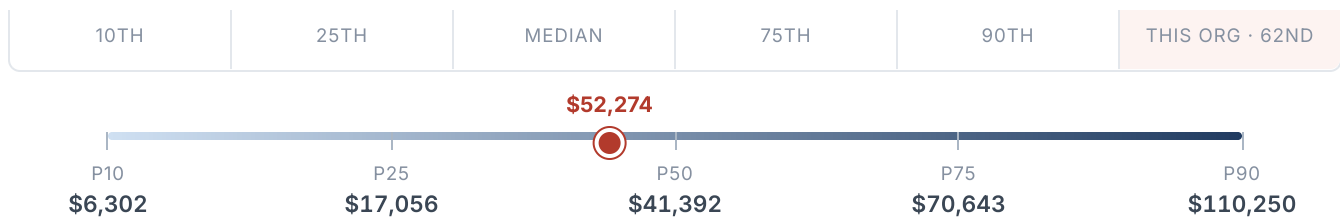
SECTOR	Organizations sharing the subject's NTEE classification (Q420).
BUDGET	Total revenue between \$90,459 and \$202,521 — 0.67x to 1.50x the subject's \$135,014 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

**172** organizations qualified on sector, size, and geography → **172** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$6,302	\$17,056	\$41,392	\$70,643	\$110,250	\$52,274
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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
<a href="#">Shoulder To Shoulder Ministries Inc</a>	FL	\$135,560	President	\$73,240	<b>\$79,679</b>	2024
<a href="#">Humanistsinternationalinc</a>	DC	\$135,870	Chief Executive Officer	\$16,442	<b>\$16,709</b>	2024
<a href="#">Social Inquiry Inc</a>	NY	\$135,894	Secretary	\$6,000	<b>\$6,279</b>	2024
<a href="#">United States-china Exchange Council</a>	CA	\$133,887	Director	\$43,177	<b>\$43,177</b>	2024
<a href="#">The Tia Foundation Inc</a>	AZ	\$136,226	President Ceo	\$71,433	<b>\$79,558</b>	2024
<a href="#">Pace Universal</a>	CA	\$136,954	Founder	\$57,450	<b>\$59,147</b>	2023
<a href="#">M&amp;g Etomi Foundation</a>	NC	\$138,000	President	\$1	<b>\$1</b>	2023
<a href="#">Friends Of House Of Sweden</a>	DC	\$131,947	Office Manager	\$2,200	<b>\$2,302</b>	2023
<a href="#">Firekeepers International</a>	TN	\$138,327	President	\$23,197	<b>\$28,238</b>	2024
<a href="#">Mountaintop International</a>	DC	\$138,462	Ceo	\$40,999	<b>\$42,896</b>	2023
<a href="#">Alternative Gift Markets Inc</a>	KS	\$131,282	Executive Director	\$45,650	<b>\$57,113</b>	2024
<a href="#">Overseas Tribal Services Inc Ots</a>	CO	\$131,089	Employee	\$39,328	<b>\$43,672</b>	2024
<a href="#">Economic Development And Empowerment Through Mentoring</a>	MA	\$139,080	Excecutive Director	\$11,450	<b>\$11,916</b>	2024
<a href="#">Media Caravan Inc</a>	NY	\$130,863	President	\$78,750	<b>\$82,409</b>	2024
<a href="#">Desert Angels Inc</a>	AZ	\$139,479	Ceo	\$96,313	<b>\$110,437</b>	2023
<a href="#">Medical Teams Worldwide</a>	TN	\$130,259	Director/president	\$11,980	<b>\$14,207</b>	2025
<a href="#">Open Arms Foundation Inc</a>	WV	\$139,946	Board Chair	\$50,350	<b>\$63,134</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Nanubhai Education Foundation Inc</a>	GA	\$140,204	Executive Director	\$8,400	<b>\$9,781</b>	2024
<a href="#">Yeshua Medical Ministries Inc</a>	NC	\$129,809	President	\$12,000	<b>\$13,989</b>	2025
<a href="#">Christalis Inc</a>	MD	\$140,420	President/ceo (Founder)	\$42,500	<b>\$47,373</b>	2023
<a href="#">Union Microfinanza Inc</a>	MI	\$129,176	President	\$14,992	<b>\$17,920</b>	2024
<a href="#">World Dental Relief Inc</a>	OK	\$140,901	President	\$84,400	<b>\$107,627</b>	2024
<a href="#">Friends Of Basha</a>	OR	\$128,694	Executive Director	\$12,000	<b>\$12,905</b>	2024
<a href="#">The Caux Round Table</a>	MN	\$128,200	Executive Dir.	\$5,000	<b>\$5,722</b>	2024
<a href="#">Guatemala Healing Hands Foundation Inc</a>	NY	\$142,751	President	\$20,351	<b>\$20,747</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	172 organizations. Compensation range \$1–\$291,662; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$135,014); for reference, expenses \$145,710 and assets \$70,289.
ROLE MATCH	Joan Augsburger, reported title " <i>Manager</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 6 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	62 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	68 <sup>th</sup>
Reportable pay only (column D), adjusted	65 <sup>th</sup>
All sources (D + E + F), adjusted	60 <sup>th</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 (Joan Augsburger) 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 10, 2026, comparing compensation against 172 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,274 is reasonable (approximately the 62<sup>nd</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 10, 2026.