

Alternative Gift Markets Inc

Executive Director / CEO

EIN 954111142

KS · NTEE Q120

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Surinder Kaur, Executive Director / CEO** (\$45,650) against **every comparable organization** that fit the selection criteria — **164** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

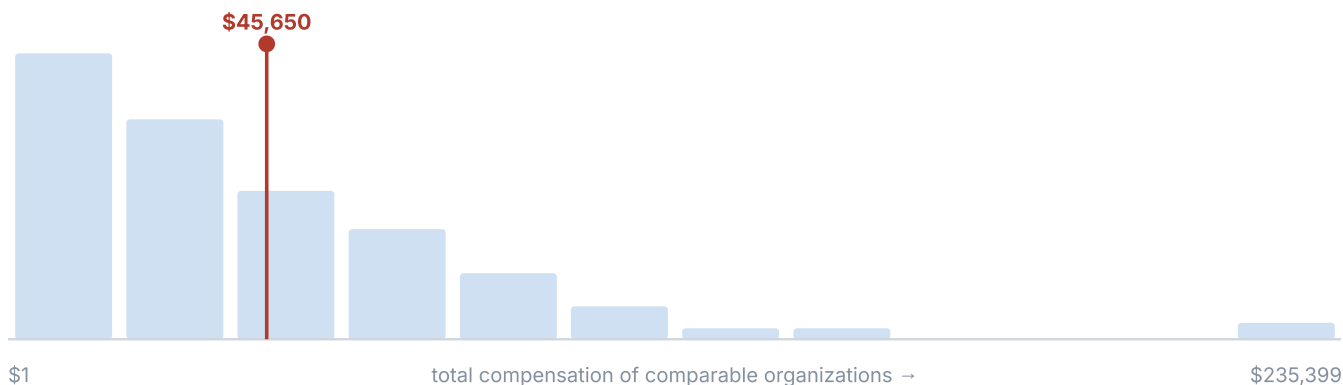
Benchmarked executive: Surinder Kaur — reported title “Executive director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q120).
BUDGET	Total revenue between \$87,958 and \$196,923 — 0.67x to 1.50x the subject's \$131,282 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

164 organizations qualified on sector, size, and geography → **164** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,942	\$13,277	\$34,440	\$61,353	\$88,586	\$45,650
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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 KS 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
Overseas Tribal Services Inc Ots	CO	\$131,089	Employee	\$39,328	\$34,907	2024
Media Caravan Inc	NY	\$130,863	President	\$78,750	\$65,869	2024
Friends Of House Of Sweden	DC	\$131,947	Office Manager	\$2,200	\$1,840	2023
Medical Teams Worldwide	TN	\$130,259	Director/president	\$11,980	\$11,356	2025
Yeshua Medical Ministries Inc	NC	\$129,809	President	\$12,000	\$11,182	2025
Union Microfinanza Inc	MI	\$129,176	President	\$14,992	\$14,324	2024
Friends Of Basha	OR	\$128,694	Executive Director	\$12,000	\$10,315	2024
United States-china Exchange Council	CA	\$133,887	Director	\$43,177	\$34,511	2024
The Caux Round Table	MN	\$128,200	Executive Dir.	\$5,000	\$4,573	2024
United Nations Assn Of San Diego	CA	\$135,014	Manager	\$52,274	\$41,782	2024
Shoulder To Shoulder Ministries Inc	FL	\$135,560	President	\$73,240	\$63,687	2024
Humanistsinternationalinc	DC	\$135,870	Chief Executive Officer	\$16,442	\$13,355	2024
Social Inquiry Inc	NY	\$135,894	Secretary	\$6,000	\$5,019	2024
Wholehearted Home Inc	FL	\$126,449	President	\$38,750	\$34,691	2023
The Tia Foundation Inc	AZ	\$136,226	President Ceo	\$71,433	\$63,590	2024
Burkina Faso Outreach Inc	MO	\$126,166	President	\$65,001	\$63,726	2024
Panel Group Thought For Action	DC	\$125,863	Director	\$74,539	\$60,546	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pace Universal	CA	\$136,954	Founder	\$57,450	\$47,276	2023
Center For Peace Through Culture Inc	MA	\$125,224	Executive Director	\$128,419	\$106,818	2024
Mercy Partners	NC	\$125,056	Executive Director	\$27,000	\$25,158	2025
Glodev Inc	FL	\$124,940	Ceo	\$2,658	\$2,311	2024
Compass Rose International	CO	\$124,890	Ceo & Board President	\$32,650	\$29,835	2023
Afrika Tikkun Usa Inc	OH	\$124,739	Exec Directo	\$75,000	\$73,529	2024
The Paul Rusch Foundation Inc	KY	\$124,661	Execuative Director	\$99,112	\$96,024	2025
M&g Etomi Foundation	NC	\$138,000	President	\$1	\$1	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	164 organizations. Compensation range \$1–\$235,399; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$131,282); for reference, expenses \$147,680 and assets \$406,102.
ROLE MATCH	Surinder Kaur, reported title " <i>Executive director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 5 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	63 rd
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	62 nd

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 (Surinder Kaur) 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 164 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,650 is reasonable (approximately the 63rd 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.