

Professional And Educational Services

Executive Director / CEO

EIN 954209483

CA · NTEE Q230

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Kenneth Chin, Executive Director / CEO** (\$40,653) against **every comparable organization** that fit the selection criteria — **660** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

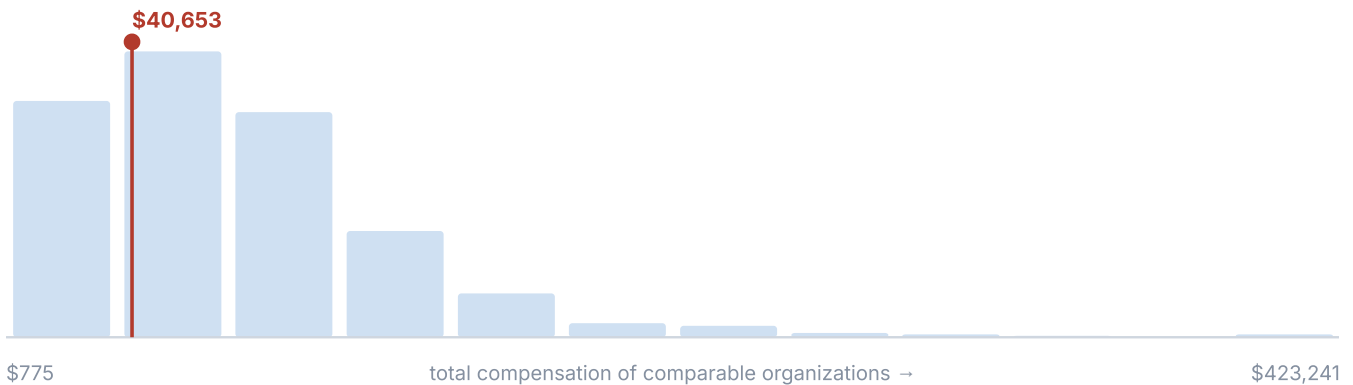
Benchmarked executive: Kenneth Chin — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q230).
BUDGET	Total revenue between \$280,638 and \$628,296 — 0.67x to 1.50x the subject's \$418,864 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

660 organizations qualified on sector, size, and geography → **660** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,195	\$35,776	\$66,637	\$99,202	\$136,060	\$40,653
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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
International Center For Advocates Against Discrimination Inc	NY	\$420,329	Co-founder & Legal Innovator	\$60,000	\$64,642	2023
Giving To Extremes	VA	\$417,228	President	\$50,000	\$55,909	2024
Hands Of Mercy Ministries	CO	\$416,864	Founder	\$42,000	\$46,639	2024
Project Lucas Inc	VA	\$416,713	Executive Di	\$60,000	\$69,072	2023
American Mandarin Society	VA	\$421,218	Executive Di	\$84,000	\$96,701	2023
Inkstick Media Inc	MD	\$415,889	President	\$67,000	\$74,683	2023
Equalhealth Inc	MA	\$415,758	Director	\$45,600	\$47,454	2024
Hearts Of Joy International Corp	NJ	\$414,996	Executive Dir.	\$81,500	\$84,269	2024
Rise Beyond The Reef	WA	\$414,355	Founder Exec Director	\$62,177	\$64,467	2024
Civil Society Institute Inc	MA	\$413,467	President & Exec. Director	\$251,262	\$261,480	2024
Tasai Inc	NY	\$424,477	Executive Director	\$113,157	\$118,415	2024
Vision Health International	CO	\$413,232	Executive Di	\$21,180	\$23,519	2024
Operation Broken Silence	TN	\$413,074	Executive Dir.	\$50,000	\$60,865	2024
Sanabel Microfinance Network Of The		\$425,004	Executive Director	\$21,394	\$22,026	2023
Ensaaf	CA	\$425,623	Co-director / Secretary Of Board	\$20,337	\$20,337	2024
Outreach For World Hope Inc	WI	\$425,919	President	\$30,000	\$36,284	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Center For Transnational Environmental Accountability Inc	MD	\$426,160	President	\$113,600	\$126,626	2023
Phyllis Sortor Schools For Afr	WA	\$411,482	Director	\$6,497	\$6,736	2024
Mobility Worldwide	MO	\$426,417	Executive Di	\$13,292	\$16,304	2024
Croatian Relief Services Inc	NJ	\$426,897	President	\$30,000	\$31,935	2023
Dignity Period	MO	\$410,818	Executive Director	\$140,675	\$172,549	2024
Go Love	SC	\$427,042	Executive Director	\$13,200	\$16,419	2023
Arm In Arm In Africa	MN	\$410,393	Executive Di	\$22,167	\$25,366	2024
Joseph And Evelyn Lowery Institute	GA	\$410,128	Ceo/presiden	\$85,000	\$98,976	2024
Netzach Yaakov	NY	\$427,712	President	\$28,000	\$29,301	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 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.

Sample, role match & sensitivity

PEER COUNT	660 organizations. Compensation range \$775–\$423,241; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$418,864); for reference, expenses \$301,260 and assets \$6,069,825.
ROLE MATCH	Kenneth Chin, reported title " <i>President & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 18 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	30 th
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	28 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 (Kenneth Chin) 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 660 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,653 is reasonable (approximately the 30th 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.