

American Council Of Engineering

Executive Director / CEO

EIN 010414899
 ME · NTEE S46
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Tanya Griffeth, Executive Director / CEO** (\$46,530) against **every comparable organization** that fit the selection criteria — **810** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

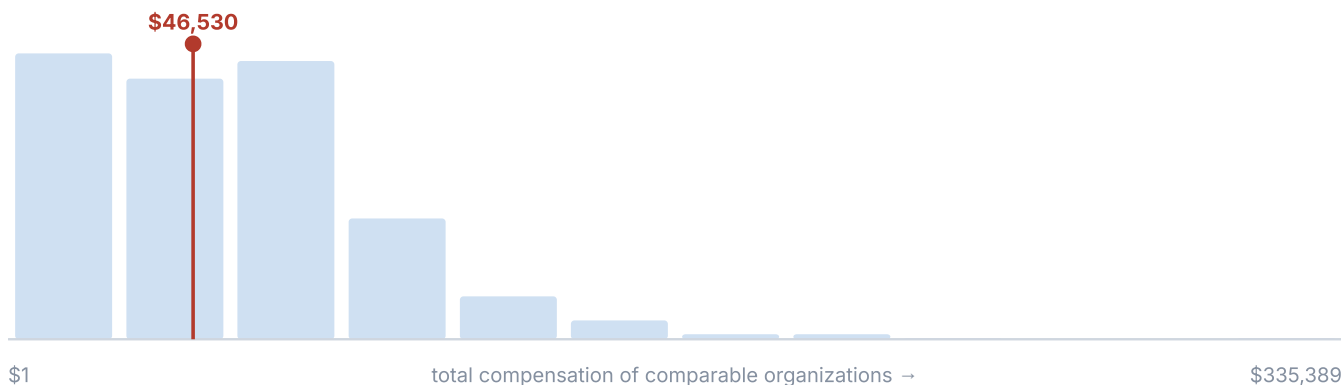
Benchmarked executive: Tanya Griffeth — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S46).
BUDGET	Total revenue between \$105,218 and \$235,564 — 0.67x to 1.50x the subject's \$157,043 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

810 organizations qualified on sector, size, and geography → **810** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,272	\$23,958	\$52,091	\$77,185	\$102,395	\$46,530
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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 ME 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 Association Of Venue	TX	\$157,024	President & Ceo	\$28,854	\$29,587	2024
Comeunity Cafe	TN	\$156,995	Assistant	\$19,360	\$21,476	2023
Southeastern Ohio Education Association	OH	\$156,982	Executive Director	\$15,625	\$16,964	2024
Operation Child Care Project	TX	\$157,171	Chief Executive Officer	\$3,800	\$3,897	2024
Peacedale Global Arts Inc	NY	\$157,222	Secretary And Ceo	\$31,786	\$28,684	2025
Alamogordo Main Street	NM	\$157,250	Executive Director	\$48,625	\$52,229	2025
Wadena Chamber Of Commerce	MN	\$157,268	Executive Dir.	\$73,850	\$74,803	2024
Hawaii Association Of Broadcasters	HI	\$157,349	Exec Directo	\$57,599	\$52,862	2024
Polish American Chamber Of Commerce	IL	\$157,457	Executive Director	\$47,809	\$48,181	2024
Sheet Metal Workers Local 58	NY	\$156,493	Director	\$56,945	\$52,748	2024
La Mesa Chamber Of Commerce Inc	CA	\$157,627	President	\$90,000	\$77,611	2025
North Central Enterprise Inc	PA	\$156,183	Executive Director	\$9,175	\$9,656	2023
Southeast Dairy Farmers Association Inc	VA	\$157,907	Executive Director	\$145,944	\$148,716	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Metals Affordability Initiative	IN	\$156,000	Sec/treas/di	\$10,200	\$11,352	2023
Wchub Qalich	WA	\$155,943	Executive Director	\$6,127	\$5,623	2024
Dade City Rod And Gun Club Inc	FL	\$155,917	President	\$2,700	\$2,600	2024
Bushwick Workshop Space Inc	NY	\$158,251	Member	\$40,854	\$37,843	2024
Florida Alliance For Community Solutions Inc	FL	\$155,796	Executive Director	\$46,807	\$45,074	2024
The Good Deed Project	NV	\$155,782	Executive Director	\$38,417	\$40,640	2023
Teamsters Local 682 Real Estate Company	MO	\$158,364	President/principal Office	\$93,107	\$101,088	2024
Lakeshore Nonprofit Alliance	MI	\$155,350	Executive Director (May-December)	\$10,120	\$10,708	2024
Association Of Mail & Business Centers	OH	\$155,286	Operations Exec	\$42,093	\$45,702	2024
Georgia Hispanic Chamber Of Commerce	GA	\$158,842	Executive Director	\$85,000	\$87,610	2024
Mobile United Inc	AL	\$155,225	Executive Director	\$54,393	\$58,684	2025
The Labor Temple Association	MN	\$159,147	President	\$1,600	\$1,620	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME cost of living and 2025 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 ME 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	810 organizations. Compensation range \$1–\$335,389; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$157,043); for reference, expenses \$148,088 and assets \$90,903.
ROLE MATCH	Tanya Griffeth, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	145 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	43 rd
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	33 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 (Tanya Griffeth) 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 810 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$46,530 is reasonable (approximately the 43rd 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.