

Immigrant City Archives

Executive Director / CEO

EIN 042651157

MA · NTEE B77Z

FY ending 2025-04-30

June 9, 2026

This analysis benchmarks the total compensation of **Susan Grabski, Executive Director / CEO** (\$86,161) against the **2000** closest of **3,167** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

Benchmarked executive: Susan Grabski — 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 (B77Z).
BUDGET	Total revenue between \$267,125 and \$598,042 — 0.67x to 1.50x the subject's \$398,695 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

3,167 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$14,013	\$35,401	\$62,087	\$91,160	\$123,461	\$86,161
----------	----------	----------	----------	-----------	----------



● 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 MA 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
Cherryville High School Education	NC	\$398,666	Executive Di	\$3,600	\$4,139	2025
Appraisal Institute Education And	IL	\$398,546	Treasurer (Start June 2024)	\$19,797	\$22,232	2024
Forest Hills Foundation For	OH	\$398,447	Executive Di	\$45,500	\$53,629	2025
The Rvda Education Foundation	VA	\$398,365	President	\$39,319	\$44,646	2023
Coeur Academy	MO	\$399,150	Director Of Education	\$83,598	\$98,533	2025
Midland County Public Library Foundation	TX	\$399,268	Executive Director	\$91,290	\$104,309	2024
Round Grove Christian Academy	MO	\$398,060	Administrator	\$32,555	\$39,386	2024
Corning Union High School District	CA	\$398,029	Superintende	\$18,513	\$18,800	2023
Calcpa Institute	CA	\$398,027	President And Ceo	\$16,587	\$16,361	2024
Homeownership Oc	CA	\$398,009	Executive Director	\$94,060	\$92,776	2024
Women's Rural Entrepreneurial	NH	\$399,440	Executive Di	\$55,523	\$57,052	2025
University Of Nebraska At Omaha Alumni	NE	\$397,884	Exec. Dir. (Non-voting)	\$14,057	\$17,270	2024
Arts Media And Entertainment Institute Inc	CA	\$399,515	Executive Director	\$82,378	\$81,254	2024
Clarke County Education Foundation Inc	VA	\$397,863	Executive Dir.	\$40,040	\$44,160	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cambridge Math Circle Inc	MA	\$399,548	President, Executive Director	\$122,917	\$126,169	2024
World Language Initiative Mt	MT	\$397,765	Executive Dir.	\$70,000	\$83,969	2025
Internat'l Union Operating Engineer	NJ	\$399,674	President	\$66,523	\$69,848	2023
Home Of Potential And Excellence	TN	\$397,695	Executive Dir.	\$96,596	\$112,991	2025
Urban Lighthouse Ministries	PA	\$399,741	Treasurer	\$7,575	\$8,628	2024
Edhec America Inc	CA	\$399,768	Secretary, Executive Direc	\$194,740	\$197,755	2023
Eduguide	MI	\$399,810	President	\$120,679	\$142,282	2024
Grace Evangelical Inc	ME	\$399,859	Director	\$20,000	\$23,552	2023
Rhode Island Construction Training Academy	RI	\$397,506	President	\$8,833	\$9,675	2024
Howard Co Public Schools Education Fndn	MD	\$399,896	Executive Director	\$67,250	\$73,938	2023
Epilepsy Foundation Of Missouri	MO	\$399,900	Executive Di	\$73,977	\$89,500	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 **2000** organizations. Compensation range \$1–\$609,604; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$398,695); for reference, expenses \$320,487 and assets \$1,281,316.
ROLE MATCH	Susan Grabski, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	205 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	64 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	70 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	74 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 (Susan Grabski) 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 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$86,161 is reasonable (approximately the 70th 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.