

Sciboston Inc

Executive Director / CEO

EIN 043189607

MA · NTEE P20

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Molly Sebo, Executive Director / CEO** (\$89,954) against **every comparable organization** that fit the selection criteria — **27** in total — 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

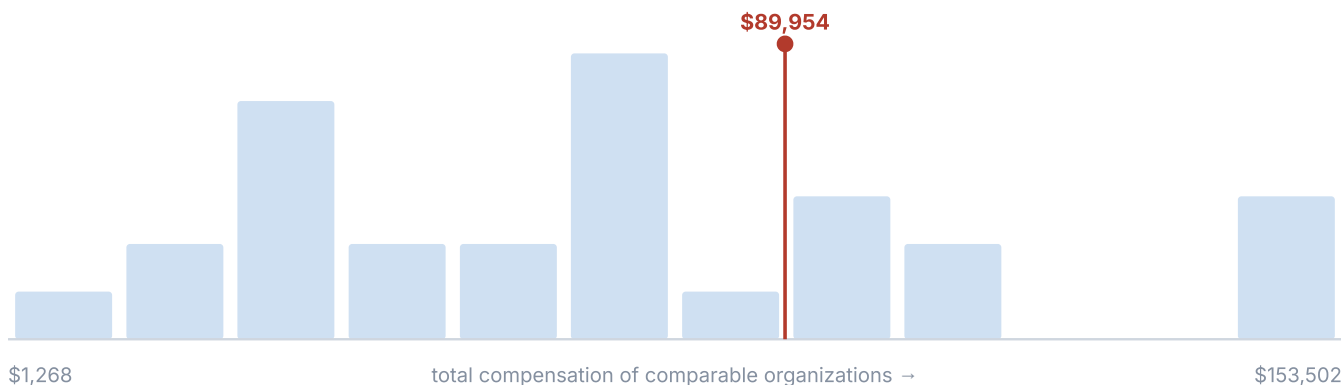
Benchmarked executive: Molly Sebo — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$274,405 and \$614,341 — 0.67x to 1.50x the subject's \$409,561 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + MA + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,401	\$36,464	\$69,761	\$93,905	\$126,381	\$89,954
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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 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
Families For Depression Awareness Inc	MA	\$400,607	Coexec Director	\$104,939	\$107,716	2024
Newborn Brain Society Inc	MA	\$423,941	Director Of Operations	\$80,850	\$82,989	2024
Visiting Dental Hygiene Inc	MA	\$384,927	Board Chair	\$139,278	\$142,963	2024
Community Play Workshop Inc	MA	\$436,551	Executive Dir.	\$25,233	\$26,666	2023
Community Service Of Newburyport	MA	\$378,838	Executive Di	\$67,963	\$69,761	2024
Beaver Institute Inc	MA	\$354,286	Executive Dir.	\$92,968	\$95,428	2024
Greater North Shore Link Inc	MA	\$471,011	Clerk	\$22,240	\$23,503	2023
Cambridge Artificial Intelligencer Inc	MA	\$475,001	President Treasurer Clerk Director	\$50,000	\$51,323	2024
Massachusetts Climate Action Network Inc	MA	\$337,333	Executive Director Part Year	\$53,548	\$56,588	2023
The Piltch Family Foundation Inc	MA	\$488,325	President & Director	\$1,200	\$1,268	2023
The Brick House Community Resource	MA	\$489,838	Executive Director	\$28,080	\$28,823	2024
Overseed Incorporated	MA	\$492,972	President	\$153,502	\$153,502	2025
The Valedictorian Project Inc	MA	\$495,790	Executive Director	\$140,400	\$148,372	2023
Pathway Initiative Inc	MA	\$323,288	Ceo	\$17,190	\$17,645	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Brockton Workers Alliance Inc	MA	\$505,846	Executive Director	\$26,640	\$27,345	2024
Second Chance Cars Inc	MA	\$306,993	Executive Director	\$100,000	\$102,646	2024
Urbano Project Inc	MA	\$302,196	Executive Director/vp	\$61,800	\$63,435	2024
Dress For Success Boston Inc	MA	\$522,965	Executive Director/president	\$112,354	\$115,327	2024
Horizons Greater Boston Inc	MA	\$293,348	Exec Dir (As Of 06/2024)	\$70,548	\$72,415	2024
Parent Villages Inc	MA	\$532,698	President	\$75,117	\$77,104	2024
Cohasset Center For Student Coastal	MA	\$280,012	President	\$34,184	\$35,088	2024
Kisoboka Uganda	MA	\$277,162	Founder	\$40,000	\$41,058	2024
Literacy Volunteers Of Massachusetts Inc	MA	\$543,843	Executive Director	\$67,792	\$71,641	2023
Neponset Community Services Inc	MA	\$578,238	President & Ceo	\$36,865	\$37,840	2024
Pioneer Valley Project Inc	MA	\$594,654	Lead Organizer	\$90,000	\$92,381	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 27 organizations. Compensation range \$1,268–\$153,502; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$409,561); for reference, expenses \$474,230 and assets \$1,056,078.
ROLE MATCH	Molly Sebo, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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)	70 th
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	63 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 (Molly Sebo) 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 27 similarly situated organizations (Same NTEE sector (P20) + MA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,954 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.