

German American Cultural Society

Executive Director / CEO

EIN 050497177

RI · NTEE A230

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Cody Reed, Executive Director / CEO** (\$4,761) against **every comparable organization** that fit the selection criteria — **117** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

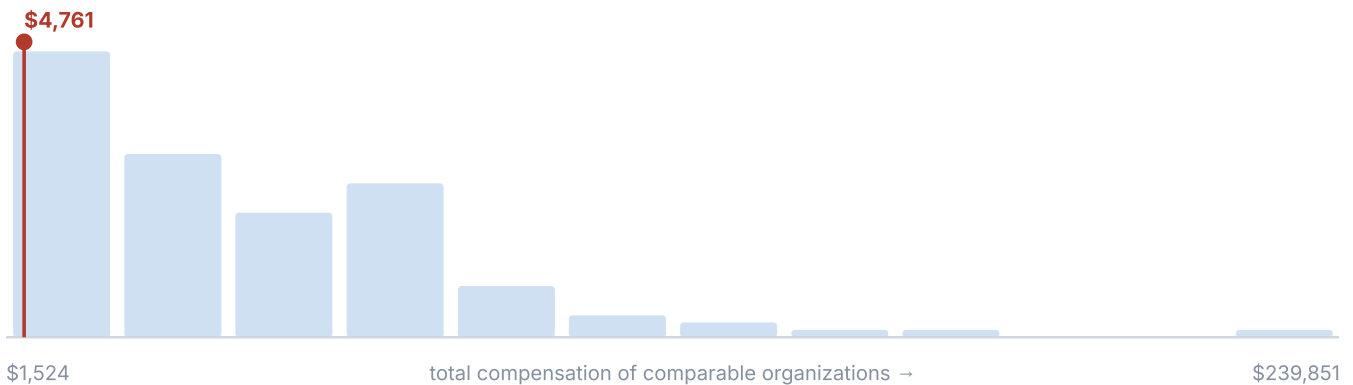
Benchmarked executive: Cody Reed — reported title “TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A230).
BUDGET	Total revenue between \$138,604 and \$310,309 — 0.67x to 1.50x the subject's \$206,873 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

117 organizations qualified on sector, size, and geography → **117** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,409	\$13,256	\$36,660	\$65,359	\$84,368	\$4,761
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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 RI 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
Juneteenth Ri	RI	\$206,595	Board President	\$4,500	\$4,500	2024
Grit And Grace Girls Inc	TX	\$206,065	Director	\$31,500	\$33,831	2023
Pcs Educational Foundation Inc	PA	\$204,162	Principal	\$4,696	\$4,884	2024
Minnesota African American Heritage	MN	\$203,977	Treasurer	\$48,057	\$49,522	2024
Massachusetts Center For Native American Awareness Inc	MA	\$210,887	President	\$37,000	\$33,781	2025
Ellen Johnson Sirleaf Presidential	DC	\$202,746	Chief Operating Officer	\$77,826	\$71,223	2024
Arte Noir	WA	\$202,525	Executive Dir.	\$25,079	\$23,416	2024
Southwest Seminars Inc	NM	\$202,430	President	\$31,409	\$36,272	2023
More Than A Single Story Inc	MN	\$211,860	Artistic/executive Director	\$30,000	\$31,828	2023
Movimiento Afrolatino Seattle	WA	\$212,357	Executive Director	\$81,644	\$76,231	2024
Alliance Francaise De La Riviera Californienne Inc	CA	\$213,405	Executive Director	\$30,901	\$27,110	2025
Independent Jewish World Cinema Inc	CA	\$214,196	Secretary	\$47,500	\$42,775	2024
Alliance Francaise & Language Ctr	RI	\$199,404	Former Direc	\$11,600	\$11,301	2025
Ariel Rivka Dance Inc	NJ	\$215,092	Managing Direct	\$60,000	\$55,868	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Russian Educational Center	OH	\$215,205	Member, Board Of Directors	\$27,000	\$30,705	2023
Sicc Inc	NY	\$216,722	Executive Director	\$43,500	\$40,993	2024
Irish Fest Of The Fox Cities Inc	WI	\$196,596	Director	\$10,000	\$10,892	2024
Three Aksha	PA	\$217,443	Artistic Director	\$60,000	\$62,400	2024
The Avenue Blackbox Inc	NY	\$218,958	Ceo	\$64,267	\$62,353	2023
Aloha Kuamo'o' Aina	HI	\$219,335	Admin Assistant	\$37,958	\$36,488	2023
Chinese Center On Long Island Inc	NY	\$219,451	Director	\$6,532	\$6,156	2024
Seattle Out And Proud Inc	WA	\$219,787	Executive Director	\$145,525	\$135,877	2024
Hispanic Women Of Springfield	IL	\$219,920	Vice-president	\$33,930	\$34,788	2024
Creative China Center Inc	NY	\$220,119	President	\$12,000	\$11,309	2024
Kooyrigs Inc	MI	\$220,726	Executive Director	\$22,540	\$24,980	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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 117 organizations. Compensation range \$1,524–\$239,851; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$206,873); for reference, expenses \$215,323 and assets \$337,914.

ROLE MATCH	Cody Reed, reported title " <i>TREASURER</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	7 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 (Cody Reed) 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 10, 2026, comparing compensation against 117 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,761 is reasonable (approximately the 7th 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 10, 2026.