

Metropolitan Bridgeport Inc

Executive Director / CEO

EIN 060646936

CT · NTEE B430

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Joahannes Van Der Giessen, Executive Director / CEO** (\$119,988) against the **2000** closest of **2,988** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Joahannes Van Der Giessen — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B430).
BUDGET	Total revenue between \$208,975 and \$467,856 — 0.67x to 1.50x the subject's \$311,904 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

2,988 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$9,349	\$26,250	\$50,000	\$74,530	\$101,486	\$119,988
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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 CT 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
Alpine Valley School	CO	\$311,837	Director	\$74,603	\$74,107	2024
Northern Berkshire Community	MA	\$311,635	Executive Di	\$88,217	\$82,122	2024
Miramelinda Montessori School Inc	MA	\$312,191	President & Treasurer	\$104,297	\$99,959	2023
Birch School Inc	NY	\$311,558	Executive Di	\$62,250	\$58,272	2024
Adagio Institute Inc	TX	\$311,557	Summers	\$66,464	\$70,909	2023
Hawaii Interscholastic Athletic	HI	\$311,541	Executive Director	\$4,000	\$3,820	2023
The Heritage Library Foundation Inc	SC	\$311,475	Executive Director	\$59,834	\$66,575	2023
Manheim Township Educational Foundation	PA	\$311,457	Executive Director	\$24,231	\$25,033	2024
Frank Chapman Memorial Institute Inc	NY	\$312,374	Founder	\$27,500	\$25,743	2024
Central Valley Scholars	CA	\$312,387	Director	\$36,040	\$32,239	2024
Dr Evarts Library District	NY	\$312,398	Director	\$9,231	\$8,896	2023
Happy Days Learning Center Inc	MN	\$312,408	Director	\$32,632	\$33,403	2024
Simplify Global Education Inc	VA	\$311,376	President	\$68,600	\$68,617	2024
Pathways Preschool	NE	\$312,448	President	\$29,500	\$32,870	2024
Copassion Inc	FL	\$312,550	President	\$25,816	\$24,476	2025
National Railroad Hall Of Fame Inc	IL	\$311,239	Executive Director	\$40,000	\$40,738	2024
Communities In Schools Of	NC	\$312,584	Executive Di	\$68,981	\$71,934	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Seedling Foundation Of Dayton Ohio	OH	\$312,651	Executive Director	\$40,192	\$45,402	2023
Rey Feo Scholarship Foundation	TX	\$311,155	Executive Director	\$43,680	\$46,601	2023
South Carolina First Steps To	SC	\$311,127	Executive Di	\$76,933	\$85,600	2023
Asset Builders Of America Inc	WI	\$312,794	Executive Director	\$115,528	\$124,990	2024
Connecticut Association Of Realtors	CT	\$310,981	Ex-officio Member	\$26,686	\$26,686	2023
The Academy Of Senior Health	OH	\$312,870	Ceo	\$176,200	\$199,041	2023
Southern California Library For Social Studies & Research	CA	\$310,871	Executive Director	\$54,400	\$48,663	2024
Colorado Association For Gifted And	CO	\$312,955	Executive Di	\$43,358	\$43,069	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT cost of living and 2023 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 CT 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–\$552,861; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$311,904); for reference, expenses \$1,321,845 and assets \$8,427,595. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Joahannes Van Der Giessen, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 201 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 57 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	94 th
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	95 th
All sources (D + E + F), adjusted	86 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 (Joahannes Van Der Giessen) 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 \$119,988 is reasonable (approximately the 94th 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.