

# Pennsylvania Public Education Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Christina Griffiths, Executive Director / CEO** (\$77,541) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90<sup>th</sup>** percentile of comparable organizations within the typical range

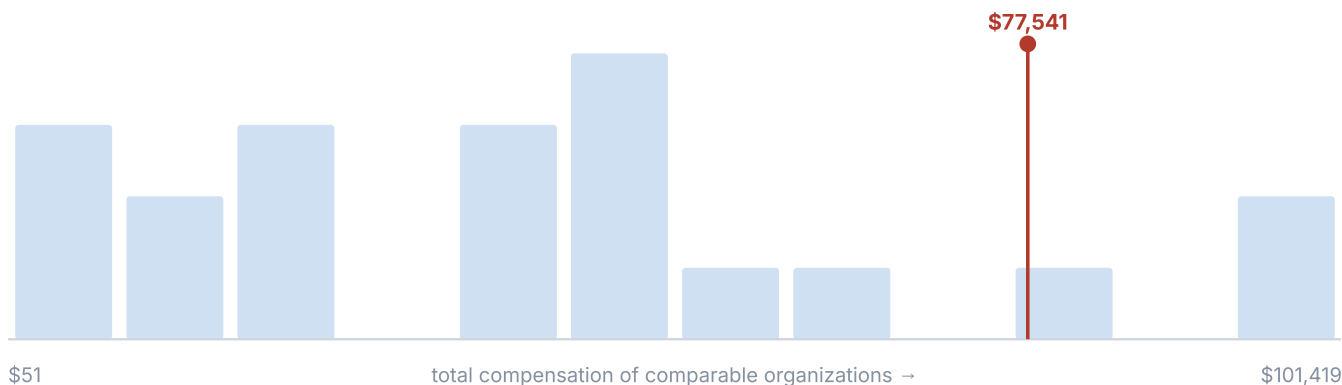
**Benchmarked executive:** Christina Griffiths — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B12).
BUDGET	Total revenue between \$5,822 and \$13,035 — 0.67x to 1.50x the subject's \$8,690 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

**20** organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,774	\$18,393	\$40,505	\$50,199	\$78,387	\$77,541
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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 PA 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
<a href="#">Taller Creativo Inc</a>	PR	\$9,066	Director	\$50	<b>\$51</b>	2023
<a href="#">Pitzer College Costa Rica</a>	CA	\$8,145	President	\$88,447	<b>\$76,586</b>	2024
<a href="#">International Cultural Exchange Inc</a>	AR	\$8,000	Chairman Of The Board	\$89,977	<b>\$101,419</b>	2024
<a href="#">Spirit Fire Meditative</a>	VT	\$9,516	President	\$41,250	<b>\$41,634</b>	2024
<a href="#">South Carolina Cattlemens Foundation Inc</a>	SC	\$7,859	Exec Director	\$33,500	<b>\$36,080</b>	2023
<a href="#">The Buhite-dimino Corridor For Oral And</a>	NY	\$9,793	President	\$70,388	<b>\$62,137</b>	2025
<a href="#">Xkkf</a>	AK	\$10,000	Executive Director	\$6,667	<b>\$6,392</b>	2024
<a href="#">Colorado School Of Mines Building Corporation</a>	CO	\$10,070	President	\$98,377	<b>\$94,593</b>	2024
<a href="#">International Teachers Project Inc</a>	RI	\$10,300	President	\$17,500	<b>\$16,827</b>	2024
<a href="#">Michigan Council Of Deliberation</a>	MI	\$10,450	Former Secre	\$200	<b>\$213</b>	2023
<a href="#">Graduate Center Foundation Housing</a>	NY	\$6,406	Secretary	\$50,703	<b>\$47,301</b>	2023
<a href="#">The Corporation For Penn State</a>	PA	\$6,380	President	\$56,351	<b>\$56,351</b>	2024
<a href="#">Whitworth Foundation</a>	WA	\$6,377	University President	\$43,858	<b>\$39,375</b>	2024
<a href="#">String Theory Corporation</a>	PA	\$6,220	Ceo	\$44,482	<b>\$45,796</b>	2023
<a href="#">Blue Line Foundation</a>	TX	\$6,000	Officer	\$48,000	<b>\$48,148</b>	2024
<a href="#">Pacb Foundation</a>	PA	\$11,406	President/ceo	\$18,372	<b>\$18,915</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Readysetexcel Inc</a>	CA	\$12,000	President	\$10,500	<b>\$8,857</b>	2025
<a href="#">Syracuse University Alumni</a>	NY	\$12,585	Interim Treasurer	\$20,773	<b>\$19,379</b>	2023
<a href="#">Robinson Library Endowment</a>	IL	\$12,801	Trustee	\$24,369	<b>\$23,405</b>	2025
<a href="#">Lorain County Community College</a>	OH	\$12,873	President	\$42,622	<b>\$45,268</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	20 organizations. Compensation range \$51–\$101,419; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$8,690); for reference, expenses \$269,608 and assets \$393,525. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Christina Griffiths, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	<b>90<sup>th</sup></b>

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	85 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	65 <sup>th</sup>

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 (Christina Griffiths) 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 20 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$77,541 is reasonable (approximately the 90<sup>th</sup> 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.