

Greater Boston Real Estate Board

Executive Director / CEO

EIN 223299681

MA · NTEE P99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Greg Vasil, Executive Director / CEO** (\$39,071) against **every comparable organization** that fit the selection criteria — **190** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

Benchmarked executive: Greg Vasil — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P99).
BUDGET	Total revenue between \$195,528 and \$437,751 — 0.67x to 1.50x the subject's \$291,834 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

190 organizations qualified on sector, size, and geography → **190** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,355	\$33,899	\$64,287	\$85,712	\$108,486	\$39,071
----------	----------	----------	----------	-----------	----------



● 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
Elder Orphan Care	NC	\$292,680	Executive Director	\$59,208	\$68,080	2023
Dry Dock Corporation	CA	\$290,465	Executive Director And Treasurer	\$59,700	\$57,367	2023
Destiny Of Hope	MO	\$295,413	Executive Dir.	\$20,833	\$23,850	2024
Connections Ministry Inc	LA	\$296,729	President	\$78,997	\$94,024	2024
Newbirth Outreach Center	AL	\$297,290	Director	\$15,960	\$19,187	2023
Moco Pride Center Inc	MD	\$297,753	Ceo	\$80,000	\$80,843	2024
Senior Charity Care Foundation	UT	\$284,718	Executive Di	\$22,965	\$25,405	2024
Soteni Inc	OH	\$283,526	Operations Manager	\$44,769	\$49,932	2025
Gold Star Peak Inc	AK	\$300,450	President	\$80,000	\$85,113	2023
Darke County Pregnancy Help Center	OH	\$301,642	Board Member	\$28,473	\$32,597	2024
Birth Companions Community Center	CA	\$281,781	Director	\$21,600	\$20,160	2024
The Ohio Legislative Black Caucus Foundation	OH	\$281,386	President And Ceo	\$94,700	\$108,416	2024
Moving Waters	TX	\$280,705	Exec Directo	\$42,969	\$46,459	2024
One Heart One Mind	UT	\$303,231	Assistant Director	\$22,720	\$25,877	2023
Pohaku Pelemaka	HI	\$280,366	Executive Di	\$84,728	\$81,994	2024
Children's Advocacy Centers	ND	\$303,604	Executive Di	\$109,105	\$129,419	2024
Nuestra Alianza De Willits	CA	\$277,613	Exec. Director	\$11,274	\$10,833	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Loveone	OR	\$276,616	Executive Director	\$21,287	\$21,999	2023
Aging Together Corporation	VA	\$275,643	Executive Dir.	\$90,932	\$92,456	2025
Femergy	OH	\$308,518	Director	\$43,542	\$49,849	2024
Mountain View Christian Counseling	SC	\$274,984	Director	\$78,750	\$91,424	2023
Sisters Of Grace Inc	GA	\$308,824	President	\$61,250	\$66,568	2024
Wiley Kennedy Foundation	SC	\$274,637	Executive Director	\$28,975	\$33,638	2023
Carleton-willard At Home Inc	MA	\$310,206	President & Ceo	\$60,724	\$58,982	2024
Neighbors Helping Neighbors Inc	KY	\$310,813	Nhn Director	\$54,573	\$65,246	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 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	190 organizations. Compensation range \$855–\$597,441; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$291,834); for reference, expenses \$390,829 and assets \$1,236,447.
ROLE MATCH	Greg Vasil, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	28 th
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 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 (Greg Vasil) 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 190 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,071 is reasonable (approximately the 28th 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.