

# Chester County Bar Foundation

Executive Director / CEO

EIN 232385021  
 PA · NTEE A900  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Gregory Nardi, Executive Director / CEO** (\$2,957) 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 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Gregory Nardi — 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 (A900).

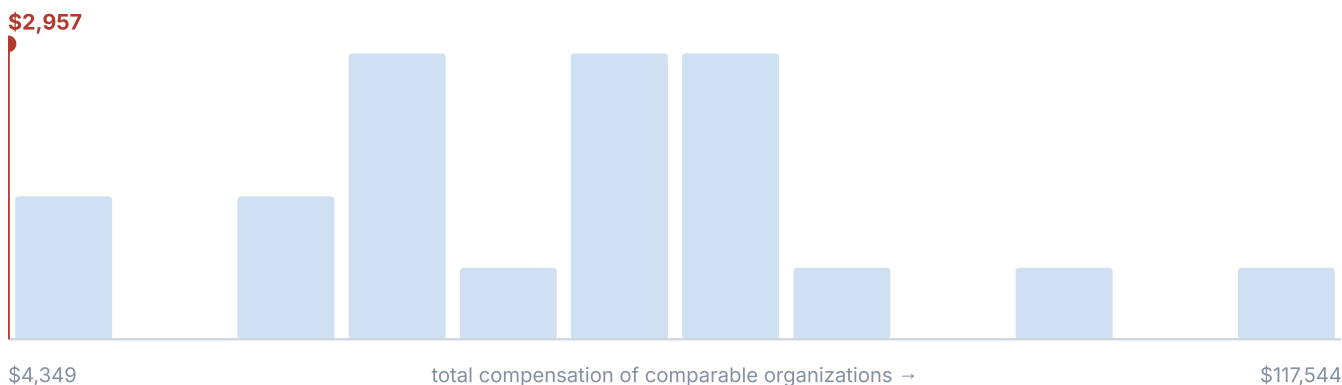
**BUDGET** Total revenue between \$163,723 and \$366,546 — 0.67x to 1.50x the subject's \$244,364 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A90), 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



\$27,238

\$37,137

\$52,703

\$67,367

\$79,735

**\$2,957**



## ■ 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="#">Arts On Site Nyc Inc</a>	NY	\$245,657	Executive Director	\$4,800	<b>\$4,349</b>	2023
<a href="#">Strawtown Art &amp; Garden Studio Inc</a>	NY	\$242,648	Exec Director	\$133,552	<b>\$117,544</b>	2024
<a href="#">The Foundation For The Spiritual Practice Of Creativity</a>	CA	\$248,898	President Ceo	\$62,192	<b>\$53,852</b>	2023
<a href="#">Roswell Museum &amp; Art Center</a>	NM	\$230,692	Executive Director	\$34,700	<b>\$37,425</b>	2023
<a href="#">American Master Chefs Orders</a>	KS	\$230,244	Executive Director	\$61,200	<b>\$64,398</b>	2024
<a href="#">Tri-county Arts Council Inc</a>	NY	\$269,033	Executive Dir.	\$63,140	<b>\$57,213</b>	2023
<a href="#">Cultural Alliance Of Fairfield</a>	CT	\$219,315	Executive Di	\$71,000	<b>\$66,755</b>	2023
<a href="#">Patronus Group Inc</a>	TX	\$218,550	Secretary	\$29,319	<b>\$29,409</b>	2023
<a href="#">Philadelphia Volunteer Lawyers For The Arts</a>	PA	\$213,248	Executive Director	\$91,000	<b>\$91,000</b>	2023
<a href="#">Side By Side Studio Inc</a>	KY	\$211,784	Executive Director	\$47,999	<b>\$50,228</b>	2024
<a href="#">Music Education &amp; Performing</a>	OR	\$282,582	Executive Di	\$10,000	<b>\$9,312</b>	2023
<a href="#">Hatch Workshop</a>	CA	\$190,649	Executive Dir.	\$43,125	<b>\$36,271</b>	2024
<a href="#">North Dakota Bar Foundation Inc</a>	ND	\$300,885	Secretary/treasurer	\$37,378	<b>\$39,953</b>	2024
<a href="#">Detroit Artists Market</a>	MI	\$305,171	Director	\$40,385	<b>\$41,800</b>	2023
<a href="#">Harvestworks Inc</a>	NY	\$312,557	Executive Dir.	\$58,576	<b>\$51,554</b>	2024
<a href="#">Humanities Amped</a>	LA	\$316,573	Co Director	\$66,229	<b>\$69,201</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Heal The Hood Foundation Of Memphis</a>	TN	\$328,777	Ceo/executive Director	\$28,550	<b>\$29,230</b>	2024
<a href="#">Creative Girls Rock</a>	TN	\$334,820	Executive Di	\$68,106	<b>\$69,728</b>	2024
<a href="#">Loose Ends Project</a>	WA	\$344,763	Exec Director	\$90,000	<b>\$78,483</b>	2024
<a href="#">Arts Benicia</a>	CA	\$365,359	Executive Director	\$68,880	<b>\$57,932</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 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 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	20 organizations. Compensation range \$4,349–\$117,544; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$244,364); for reference, expenses \$207,241 and assets \$1,577,601.
ROLE MATCH	Gregory Nardi, 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.
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	0 <sup>th</sup>

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	95 <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 (Gregory Nardi) 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 sector (A90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,957 is reasonable (approximately the 0<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.