

Shamokin Area Hs Alumni Assoc Ed

Executive Director / CEO

EIN 246019764
 PA · NTEE B84Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Gregory Dwulet, Executive Director / CEO** (\$725) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

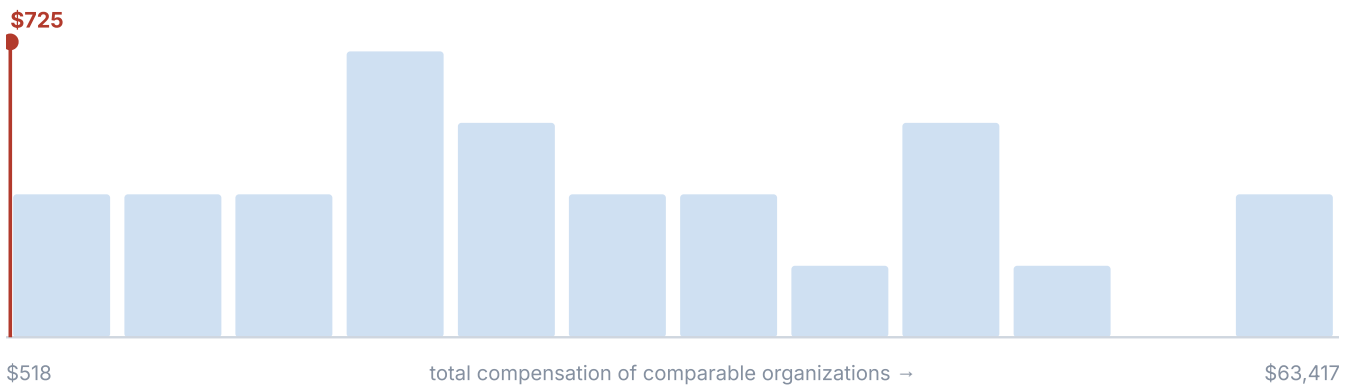
Benchmarked executive: Gregory Dwulet — reported title "Treasurer", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B84Z).
BUDGET	Total revenue between \$107,265 and \$240,147 — 0.67x to 1.50x the subject's \$160,098 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B84), nationwide + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,196	\$16,442	\$24,887	\$40,897	\$47,874	\$725
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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
United States Japan Exchange And Teaching Programme Alumni Association	DC	\$163,133	Executive Director	\$70,000	\$63,417	2023
Aiesec Life Inc	PA	\$148,333	Executive Director	\$32,810	\$32,810	2024
Bridgewater Alumni Association	MA	\$143,945	Executive Director, Alumni And Development	\$45,917	\$42,598	2023
Seneca Past And Present Inc	KY	\$182,199	Treasurer	\$25,354	\$27,315	2024
Bernard M Baruch College	NY	\$136,183	Executive Director	\$53,031	\$48,053	2024
District Foxtrot Of The Clemson	SC	\$186,690	Executive Director	\$9,284	\$9,999	2023
The Alumni Association Of The University	NC	\$129,144	Executive Director	\$22,524	\$22,736	2025
Omaha South High Alumni Association	NE	\$192,684	Treasurer	\$14,046	\$15,597	2023
Minot Public School Foundation	ND	\$196,246	Executive Director	\$43,125	\$47,457	2024
Alumni Association Of Southern Illinois	IL	\$196,551	Assoc. Vice Chancellor For Adv/ed Of Alumni And Do	\$40,909	\$40,330	2024
The Colgate University	NY	\$122,839	Executive Secretary	\$21,629	\$20,178	2023
Maitland E Smith Scholarship House	KS	\$198,902	Executive Di	\$21,300	\$23,756	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fulton Public Schools Foundation	MO	\$120,573	Executive Di	\$18,000	\$19,118	2024
Georgia College & State University	GA	\$120,519	Executive Director, Ex-officio Gcsu	\$5,946	\$5,995	2024
William Paterson University Of	NJ	\$119,945	Executive Director	\$48,380	\$44,595	2023
Alumni Association Of The	DC	\$117,622	Executive Director	\$40,204	\$36,423	2023
Farmington Educational	MO	\$202,762	Executive Di	\$20,000	\$20,694	2025
Alumni Association Of Fitchburg	MA	\$203,774	Secretary/tr	\$575	\$518	2024
University Of California Santa	CA	\$220,983	Executive Director	\$29,185	\$26,018	2023
The Public Education Partnership	FL	\$223,421	Executive Director/staff	\$62,981	\$61,082	2023
Sigma Phi Lambda Inc	TX	\$225,102	Co Executive	\$29,969	\$30,061	2024
Uc Santa Cruz Alumni Association	CA	\$225,341	Executive Dir.	\$19,314	\$16,724	2024
Novo Collegian Alliance	FL	\$231,337	Coordinator	\$13,376	\$12,973	2023
Universidad Simon Bolivar Alumni Association Of America Inc	MA	\$233,278	Executive Manager Consultant	\$4,965	\$4,606	2023

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.

● Sample, role match & sensitivity

PEER COUNT	24 organizations. Compensation range \$518–\$63,417; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$160,098); for reference, expenses \$245,760 and assets \$2,760,410. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Gregory Dwulet, 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	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	42 nd
All sources (D + E + F), adjusted	4 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 (Gregory Dwulet) 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 24 similarly situated organizations (Same NTEE sector (B84), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$725 is reasonable (approximately the 4th 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.