

Saint Sebastian Project Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Claregurbach, Executive Director / CEO** (\$27,000) against **every comparable organization** that fit the selection criteria — **85** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

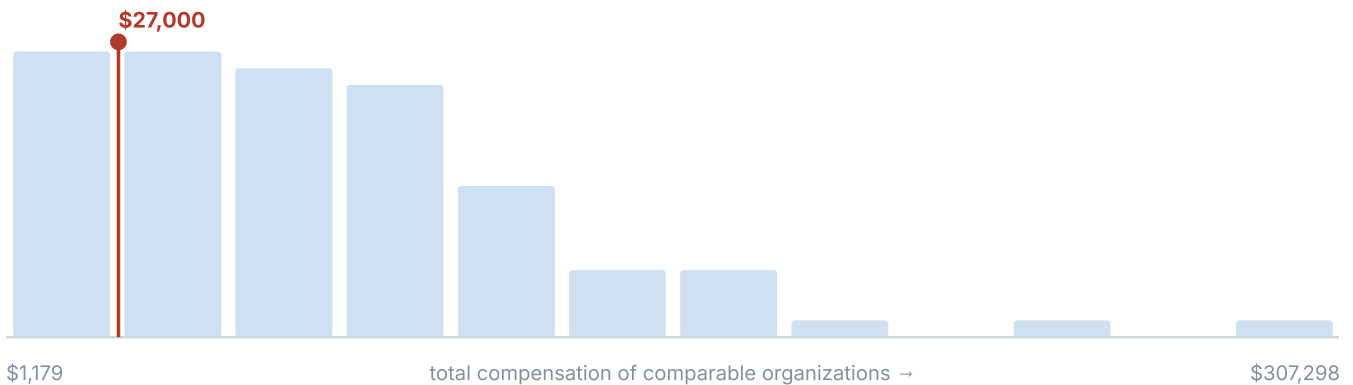
Benchmarked executive: Claregurbach — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B12).
BUDGET	Total revenue between \$299,621 and \$670,794 — 0.67x to 1.50x the subject's \$447,196 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B12), nationwide + budget 0.67–1.5x revenue.

85 organizations qualified on sector, size, and geography → **85** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,486	\$35,964	\$63,000	\$100,962	\$141,281	\$27,000
----------	----------	----------	-----------	-----------	----------



■ 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 CA 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
Vbr Research And Education	VT	\$445,559	Ed Vt Talent Pipeline	\$41,981	\$48,934	2024
Developmental Educational Services	PA	\$449,301	Executive Director	\$10,528	\$12,158	2024
Wakiya Foundation Inc	VA	\$450,050	President	\$27,500	\$32,956	2022
Quincy Catholic Elementary Schools	IL	\$443,476	Executive Di	\$72,800	\$82,885	2024
Our Grounds Inc	FL	\$454,334	Executive Director And Occupational Therapist	\$83,077	\$90,381	2024
South Carolina First Steps To	SC	\$454,600	Executive Di	\$75,960	\$94,483	2023
Philadelphia Middle College Foundation	PA	\$455,182	Director	\$40,000	\$46,195	2024
Three Oclock Project	LA	\$455,968	Executive Di	\$85,000	\$111,594	2023
United World Schools Usa Inc	NJ	\$457,065	Executive Director	\$150,000	\$155,096	2024
Friends Of Woodstock School Inc	WA	\$459,722	Administrative Manager	\$58,667	\$62,625	2023
Colorado School Finance Project Inc	CO	\$434,220	Executive Director	\$128,414	\$138,922	2025
Fillmore Community Auction	MN	\$432,357	President	\$1,000	\$1,179	2023
The Partnership Plan For Stillwater	MN	\$430,355	Executive Di	\$38,978	\$44,603	2024
Rising Act Films Inc	GA	\$426,726	President	\$104,000	\$121,100	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Honored Foundation	DC	\$424,358	Executive Director - Term End 10/2024	\$140,569	\$142,853	2024
Edina Give And Go	MN	\$421,928	Executive Di	\$52,050	\$58,026	2025
Friends Of Israel Sci-tech Schools	NY	\$472,876	Executive Di	\$69,659	\$75,050	2023
District 51 Foundation	CO	\$418,802	Executive Di	\$20,558	\$23,503	2023
Philadelphia Robotics Coalition Inc	PA	\$418,401	Executive Director	\$80,000	\$92,390	2024
12tribe Films Foundation	NY	\$418,314	Board Member	\$13,771	\$14,411	2024
Cuny School Of Labor And Urban Studies	NY	\$412,275	Executive Director (To Dec '23)	\$38,553	\$40,344	2024
Corporate Tax Foundation	AZ	\$482,198	President	\$23,416	\$26,080	2024
Helena Education Foundation	MT	\$407,493	Executive Director	\$80,640	\$103,639	2023
Butte County Office Of Education	CA	\$400,115	Trustee	\$37,846	\$38,964	2023
Howard Co Public Schools Education Fndn	MD	\$399,896	Executive Director	\$67,250	\$74,961	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 85 organizations. Compensation range \$1,179–\$307,298; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$447,196); for reference, expenses \$314,731 and assets \$554,836.
ROLE MATCH	Claregurbach, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	20 th
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	8 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 (Claregurbach) 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 85 similarly situated organizations (Same NTEE sector (B12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,000 is reasonable (approximately the 20th 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.