

Polish Center Of Discovery And Learning

Executive Director / CEO

EIN 300058825

MA · NTEE A23

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Waclaw Szymczakiewicz, Executive Director / CEO** (\$6,000) against **every comparable organization** that fit the selection criteria — **64** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

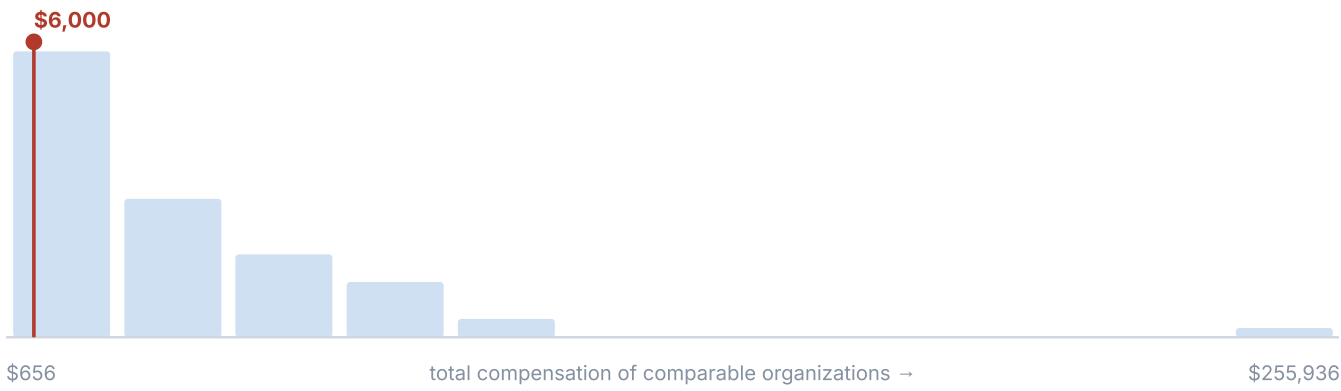
Benchmarked executive: Waclaw Szymczakiewicz — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A23).
BUDGET	Total revenue between \$96,772 and \$216,655 — 0.67x to 1.50x the subject's \$144,437 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

64 organizations qualified on sector, size, and geography → **64** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,363	\$5,918	\$23,777	\$48,455	\$70,251	\$6,000
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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 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
City Of Bridges Foundation	PA	\$143,919	Director	\$61,235	\$67,955	2024
Savannah Pride Center	GA	\$146,396	Director	\$80,000	\$89,514	2024
Polska Szkola Im Marii Konopckiej Nfp	IL	\$149,506	President	\$5,300	\$5,798	2024
Hispanics Avanzando Hispanics -- Db a Hispanic Chamber Cincinnati Foundation	OH	\$150,551	Board Of Directors	\$7,200	\$8,737	2023
Organizacion De Tlaxcaltecas Usa Inc	CA	\$150,947	President	\$40,000	\$38,437	2024
Elnu Abenaki Inc	VT	\$152,261	Secretary/treas	\$62,914	\$70,469	2024
Washington School Of Chinese Language & Culture	MD	\$152,991	Principal	\$1,600	\$1,665	2024
Chinese Cultural Productions	CA	\$135,600	Executive Director	\$24,000	\$23,062	2024
Souls Grown Deep Community	GA	\$154,807	President	\$222,172	\$255,936	2023
Zeitgeist Northwest	OR	\$155,341	School Director	\$5,600	\$5,958	2023
Tubatulabals Of Kern Valley	CA	\$155,709	Chairman	\$4,840	\$4,651	2024
Oregon Marshallese Community Association	OR	\$132,849	President	\$3,639	\$3,761	2024
Islamic Outreach Foundation	CA	\$132,115	Vp Finance	\$2,189	\$2,103	2024
Slovenian Union Of America Inc	IL	\$131,740	National Vp Of Outreach	\$600	\$656	2024
Afrikan Poetry Theatre Inc	NY	\$131,100	Executive Director	\$25,000	\$24,492	2025
Asi-kp Inc	VA	\$129,620	Exec Director	\$9,000	\$9,670	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
7 Rivers Alliance Inc	WI	\$128,687	Executive Di	\$77,942	\$90,584	2024
Brethren & Mennonite Heritage	VA	\$162,847	Executive Di	\$65,992	\$73,001	2023
All Cultures Equal Inc	IA	\$123,407	Executive Dir.	\$14,300	\$17,938	2023
Swiss Center Of North America Inc	WI	\$122,276	President/ceo (As Of April 2024)	\$51,154	\$59,451	2024
Persian Cultural Center Inc	VA	\$117,428	President	\$42,480	\$46,992	2023
Mexican Institute Of Greater Houston Inc	TX	\$117,406	President	\$4,375	\$5,014	2023
Surfrider Spirit Sessions	HI	\$116,087	Executive Director	\$60,039	\$61,584	2023
Al-nahda Centernfnp	IL	\$174,180	Director	\$16,644	\$18,747	2023
Asian American Unity Coalition Inc	MN	\$114,560	Officer	\$1,890	\$2,078	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 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	64 organizations. Compensation range \$656–\$255,936; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$144,437); for reference, expenses \$111,255 and assets \$1,173,537.
ROLE MATCH	Waclaw Szymczakiewicz, reported title <i>"Director"</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	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	27 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	27 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 (Waclaw Szymczakiewicz) 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 64 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 27th 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.