

Spaces

Executive Director / CEO

EIN 341244922
OH · NTEE A400
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Fanna Gebreyesus, Executive Director / CEO** (\$58,702) against **every comparable organization** that fit the selection criteria — **440** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Fanna Gebreyesus — reported title “FRMR EXEC DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A400).
BUDGET	Total revenue between \$57,486 and \$128,701 — 0.67x to 1.50x the subject's \$85,801 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

440 organizations qualified on sector, size, and geography → **440** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,258	\$8,898	\$20,557	\$38,574	\$53,409	\$58,702
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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 OH 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
Central Stage Theatre Of County Kitsap	WA	\$85,801	Executive Dir.	\$12,504	\$10,570	2024
Cmc Leverage Lender Inc	CA	\$85,738	Executive Director	\$12,422	\$9,866	2025
Minnesota Association Of Letter Carriers	MN	\$85,874	President	\$7,661	\$7,358	2023
Mainstreet Las Vegas Inc	NM	\$85,591	Executive Director	\$25,000	\$25,387	2024
Sephardi Voices Usa Inc	FL	\$86,014	President/tr	\$7,250	\$6,430	2024
Order Of The Crown Of Charlemagne	MN	\$86,158	Registrar Ge	\$3,685	\$3,349	2025
Spirit Of Harmony Foundation Inc	IL	\$85,413	Executive Di	\$30,000	\$27,846	2024
Overfield Tavern Museum	OH	\$85,394	Director	\$44,082	\$44,082	2024
Whitesville Historical Society Inc	KY	\$86,210	Executive Di	\$21,012	\$21,944	2023
Vasa Order Of America National	IL	\$86,295	Archivist	\$50,404	\$46,786	2024
Accuracy In Academia Inc	DC	\$85,232	Chairman	\$23,500	\$20,045	2023
El Paso Holocaust Museum Foundation	TX	\$86,514	Museum Exec Dir	\$2,227	\$2,166	2023
The National Museum Of The	PA	\$85,055	Curator & Mu	\$8,875	\$8,603	2023
Livingston Center For Arts &	MT	\$84,998	Executive Di	\$20,511	\$21,492	2023
North Shore Academy Of The Arts Inc	WI	\$86,646	Director	\$4,300	\$4,365	2023
Sammons Center Endowment Corp	TX	\$86,821	Executive Director	\$13,000	\$12,278	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Center For Less Unpleasant	NY	\$86,910	President	\$288,000	\$245,710	2024
Tioga County Historical Society	PA	\$86,949	Managing Director	\$28,891	\$28,005	2023
The Robert & Jane Meyerhoff Modern Art	MD	\$87,004	Trustee	\$463,127	\$420,873	2023
Renew Theaters Inc	PA	\$87,022	Executive Director	\$110,092	\$103,656	2024
Jackson County Historical Society	IA	\$84,497	Curator	\$25,000	\$25,845	2024
Lily And Earle M Pilgrim Art Foundation	DC	\$84,473	President/secretary	\$48,000	\$40,944	2023
Music For Autism	CA	\$87,168	Executive Director	\$35,744	\$30,002	2023
Waseca Arts Council Inc	MN	\$87,169	Executive Dir.	\$8,327	\$7,768	2024
Dances Of Universal Peace International	WA	\$87,251	President	\$6,500	\$5,494	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 440 organizations. Compensation range \$1–\$420,873; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$85,801); for reference, expenses \$667,168 and assets \$2,100,382. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Fanna Gebreyesus, reported title "FRMR EXEC DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	36 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	92 nd
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	85 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 (Fanna Gebreyesus) 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 440 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,702 is reasonable (approximately the 92nd 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.