

The Etruscan Foundation

Executive Director / CEO

EIN 386083899

MI · NTEE A72Z

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Richard F String, Executive Director / CEO** (\$52,000) against **every comparable organization** that fit the selection criteria — **596** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

Benchmarked executive: Richard F String — reported title “EXEC. DIRECT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A72Z).
BUDGET	Total revenue between \$72,941 and \$163,302 — 0.67x to 1.50x the subject's \$108,868 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

596 organizations qualified on sector, size, and geography → **596** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,011	\$12,022	\$25,138	\$45,054	\$63,901	\$52,000
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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 MI 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
Elivy Youth Performing Arts Institute	IL	\$109,056	Treasurer	\$3,120	\$2,972	2024
Persephone Productions Inc	VA	\$109,079	Ceo	\$80,506	\$75,309	2024
Nashville Ballet Foundation	TN	\$108,590	Artistic Director/ceo	\$4,054	\$4,129	2024
Fairhope Film Festival Inc	AL	\$108,523	Executive Director	\$16,000	\$17,242	2023
Waynesboro Community Theatre Project Inc	PA	\$109,329	Director	\$29,879	\$28,868	2024
Parkway High School Band Boosters Inc	LA	\$108,314	Main Treasurer	\$24,000	\$25,604	2024
Torah Lishmah Institute Inc	NY	\$109,422	President	\$100,000	\$87,546	2024
Emerald Hills Institute	UT	\$109,609	Director	\$3,000	\$2,975	2024
The Iredell Museums Inc	NC	\$109,708	Programs Opreations Manager	\$48,585	\$47,383	2025
Huntington African American Museum Inc	NY	\$107,966	Executive Director	\$26,522	\$23,219	2024
Committee For A Better New Orleans	LA	\$107,720	Executive Director	\$80,000	\$85,345	2024
Art In The Atrium Inc	NJ	\$110,017	Ceo	\$54,985	\$47,563	2024
Salvage Vanguard Theater	TX	\$107,275	Artistic Director	\$64,600	\$64,455	2023
The Arts Project Inc	MD	\$110,552	Executive Director	\$24,559	\$22,245	2024
Denizen Theatre Inc	NY	\$110,746	Secretary/treasurer	\$19,980	\$17,492	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Midwest Writing Center	IL	\$110,753	Executive Director	\$33,497	\$32,847	2023
Holland Childrens Movement	NE	\$110,791	Ceo	\$42,825	\$45,943	2023
Philadelphia Dance Projects	PA	\$111,022	Executive Di	\$4,000	\$3,765	2025
Trilogy An Opera Company	NJ	\$111,031	Artisticexecutive Director	\$19,150	\$16,565	2024
Shelton Historical Society Inc	CT	\$111,059	Executive Director	\$24,445	\$22,206	2024
Belton Center For The Arts	SC	\$111,131	Executive Director	\$35,077	\$35,453	2024
Trent House Association Inc	NJ	\$111,226	Interim Executive Director	\$6,000	\$5,343	2023
East Bay Media Center	CA	\$106,468	President	\$300	\$251	2024
Opheliasmedia Films Inc	GA	\$111,500	Director	\$45,950	\$44,762	2024
Highland Historical Society	VA	\$111,650	Executive Di	\$19,240	\$17,998	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 **596** organizations. Compensation range \$1–\$431,876; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$108,868); for reference, expenses \$120,959 and assets \$366,912.

ROLE MATCH	Richard F String, reported title "EXEC. DIRECT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	41 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	82 nd
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	78 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 (Richard F String) 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 10, 2026, comparing compensation against 596 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,000 is reasonable (approximately the 82nd 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 10, 2026.