

The Italian American Club Foundation

Executive Director / CEO

EIN 411440206

MN · NTEE B280

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Bob Brama, Executive Director / CEO** (\$9,000) against **every comparable organization** that fit the selection criteria — **83** 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

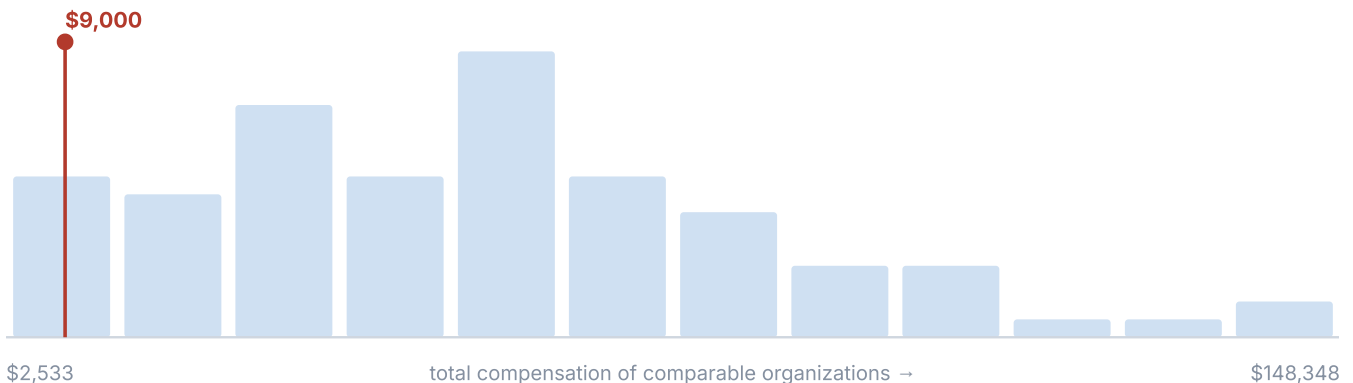
Benchmarked executive: Bob Brama — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B280).
BUDGET	Total revenue between \$262,311 and \$587,263 — 0.67x to 1.50x the subject's \$391,509 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B28), nationwide + budget 0.67–1.5x revenue.

83 organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,573	\$29,651	\$52,689	\$71,231	\$99,039	\$9,000
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 4TH
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\$9,000



■ 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 MN 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
Huaxia Chinese School At Bergen Inc	NJ	\$390,653	Principal	\$8,713	\$7,873	2024
Alexsander Academy Inc	GA	\$390,034	Executive Di	\$100,130	\$101,890	2024
Snowdrop Montessori School Inc	MA	\$396,087	President	\$60,000	\$54,566	2024
Mission Empower	PA	\$386,847	Executive Dir.	\$33,877	\$34,190	2024
Clarke County Education Foundation Inc	VA	\$397,863	Executive Dir.	\$40,040	\$39,125	2024
Clover Montessori School	PA	\$383,799	Board President, Founding Teacher Leader	\$67,000	\$69,616	2023
New Castle Learning Advantage	CO	\$382,113	Executive Di	\$14,834	\$14,395	2024
Exceptional Education Outreach Inc	FL	\$402,749	President & Ceo	\$26,606	\$26,042	2023
Inspiring Minds	ND	\$380,097	President	\$74,778	\$83,049	2024
Blazing Stars Montessori School Inc	FL	\$403,928	Officer	\$57,876	\$55,024	2024
Azalea Montessori Elementary Nature School	OH	\$378,989	Executive Director	\$60,000	\$64,314	2024
Roxbury Roots Montessori Inc	MA	\$404,189	President & Ceo	\$70,705	\$66,200	2023
Take Note Studio Inc	WI	\$378,193	Executive Director	\$98,083	\$103,667	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Social Engineering Project	CA	\$405,321	Director	\$92,308	\$80,667	2024
Kingsport Christian Academy	TN	\$376,169	Director/administrator	\$25,603	\$26,534	2025
Spectrum Of Joy Inc	AZ	\$407,281	President	\$10,854	\$10,292	2025
No More Sidelines	MI	\$408,828	Ceo	\$26,000	\$27,159	2024
Hope Springs Christian Learning Center Inc	GA	\$413,039	Ceo	\$39,930	\$40,632	2024
Flor De Loto Montessori Corp	PR	\$364,110	Employee	\$36,321	\$36,321	2024
New Vision Aviation	CA	\$361,981	President	\$33,040	\$29,726	2023
The Exceptional Way Inc	GA	\$421,142	Executive Di	\$59,908	\$60,961	2024
Disability Independence Group Inc	FL	\$357,596	Executive Director	\$101,538	\$99,386	2023
I Fly Young Inc	CA	\$353,164	Ceo Principle	\$64,750	\$58,256	2023
Matthew 19 14	KS	\$432,166	Executive Director	\$44,871	\$50,508	2023
Shenandoah Autism Center	VA	\$436,300	Executive Di	\$69,357	\$67,773	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	83 organizations. Compensation range \$2,533–\$148,348; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$391,509); for reference, expenses \$378,758 and assets \$1,153,615.
ROLE MATCH	Bob Brama, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	4 th
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 (Bob Brama) 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 83 similarly situated organizations (Same NTEE sector (B28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,000 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.