

# Henryk Sienkiewicz Polish School Nfp

Executive Director / CEO

EIN 463785166

IL · NTEE A70

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Renata Kaleciak, Executive Director / CEO** (\$7,392) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 6<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Renata Kaleciak — reported title “prezes”, 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 (A70).

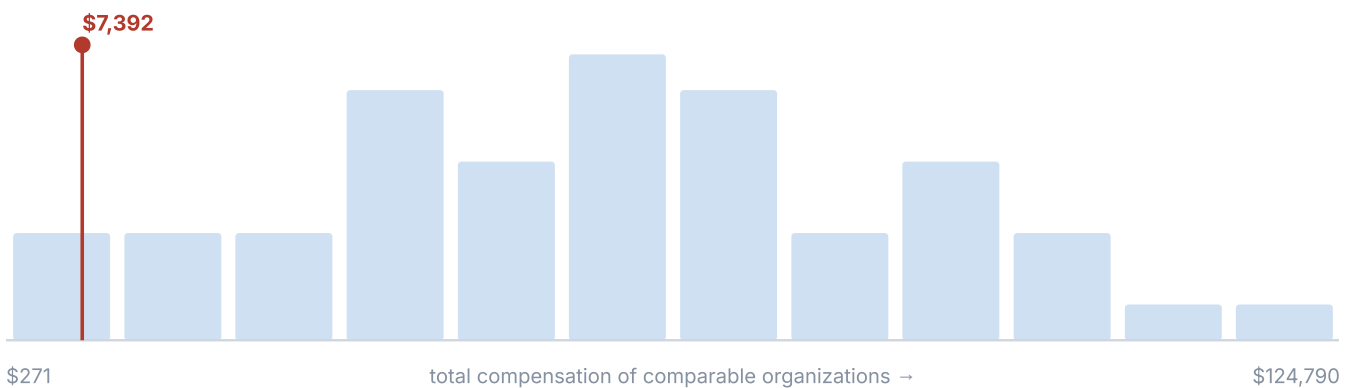
**BUDGET** Total revenue between \$229,381 and \$513,541 — 0.67x to 1.50x the subject's \$342,361 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A70), nationwide + budget 0.67–1.5x revenue.

**49** organizations qualified on sector, size, and geography

→ **49** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,304

\$37,615

\$59,072

\$79,928

\$92,598

\$7,392



## ● 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 IL 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
<a href="#">Experience Excellence</a>	TX	\$334,637	President	\$60,000	<b>\$61,049</b>	2024
<a href="#">The 1947 Partition Archive</a>	CA	\$333,750	Executive Dir.	\$62,000	<b>\$56,065</b>	2023
<a href="#">Henry Miller Memorial Library</a>	CA	\$355,492	Executive Dir.	\$107,666	<b>\$97,359</b>	2023
<a href="#">Oregon Hope Chinese School</a>	OR	\$329,095	President	\$73,140	<b>\$71,129</b>	2023
<a href="#">Pulaski County Imagination Library</a>	AR	\$361,644	Interim Executive Director	\$33,889	<b>\$38,747</b>	2024
<a href="#">La Casa De Maria Retreat Center</a>	CA	\$364,900	Executive Director	\$92,250	<b>\$81,026</b>	2024
<a href="#">The Center For Khmer Studies Inc</a>	DC	\$317,166	President & Ceo	\$50,000	<b>\$45,948</b>	2023
<a href="#">Archaeology In The Community</a>	DC	\$316,182	Executive Director	\$54,049	<b>\$49,669</b>	2023
<a href="#">The Alexandria Archive Institute</a>	CA	\$370,219	Executive Director	\$72,000	<b>\$65,108</b>	2023
<a href="#">Living Tongues Institute</a>	OR	\$310,319	President	\$42,000	<b>\$40,846</b>	2023
<a href="#">Missoula Writing Collaborative</a>	MT	\$309,975	Prev Exec. Dir.	\$34,808	<b>\$38,165</b>	2024
<a href="#">Arborlea Study Center</a>	TX	\$308,165	Treasurer	\$27,752	<b>\$29,072</b>	2023
<a href="#">Association Of Bookmobile &amp;</a>	IA	\$307,645	Executive Director	\$46,519	<b>\$51,810</b>	2024
<a href="#">Christian Womens Job Corps Of Tyler Inc</a>	TX	\$305,892	Executive Dir.	\$71,340	<b>\$72,588</b>	2024
<a href="#">The Aftermath Project Inc</a>	CA	\$303,880	Secretary	\$51,000	<b>\$46,118</b>	2023
<a href="#">The Rhapsody Project</a>	WA	\$381,818	Co-founder	\$57,720	<b>\$54,117</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Helping Link</a>	WA	\$302,762	Executive Director	\$125,517	<b>\$114,306</b>	2024
<a href="#">I Can Fly International</a>	CA	\$386,754	President	\$31,906	<b>\$28,024</b>	2024
<a href="#">Spanish Academy</a>	CA	\$390,365	Director	\$110,500	<b>\$99,922</b>	2023
<a href="#">Atlanta Writers Club</a>	GA	\$289,485	Executive Director	\$31,500	<b>\$33,168</b>	2023
<a href="#">Western Political Science Association</a>	OR	\$288,787	Executive Dir.	\$7,000	<b>\$6,612</b>	2024
<a href="#">Faulkner Morgan Archive</a>	KY	\$288,069	President & Executive Director	\$52,771	<b>\$59,373</b>	2023
<a href="#">American Comparative Literature</a>	IL	\$285,428	Chief Admin Off	\$85,586	<b>\$88,114</b>	2023
<a href="#">Association Of American Rhodes Scholars</a>	VA	\$400,243	Editor & Director	\$37,907	<b>\$37,229</b>	2024
<a href="#">Lama Foundation</a>	NM	\$280,456	Director	\$1,008	<b>\$1,136</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 49 organizations. Compensation range \$271–\$124,790; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$342,361); for reference, expenses \$318,796 and assets \$265,400.

**ROLE MATCH** Renata Kaleciak, reported title *"prezes"*, 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 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	6 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	6 <sup>th</sup>
Reportable pay only (column D), adjusted	6 <sup>th</sup>
All sources (D + E + F), adjusted	4 <sup>th</sup>

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 (Renata Kaleciak) 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 49 similarly situated organizations (Same NTEE sector (A70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,392 is reasonable (approximately the 6<sup>th</sup> 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.