

# City College Center For

Executive Director / CEO

EIN 464156679

NY · NTEE A20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Gregory Shanck, Executive Director / CEO** (\$71,969) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

**Benchmarked executive:** Gregory Shanck — reported title “MANAGING DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (A20).

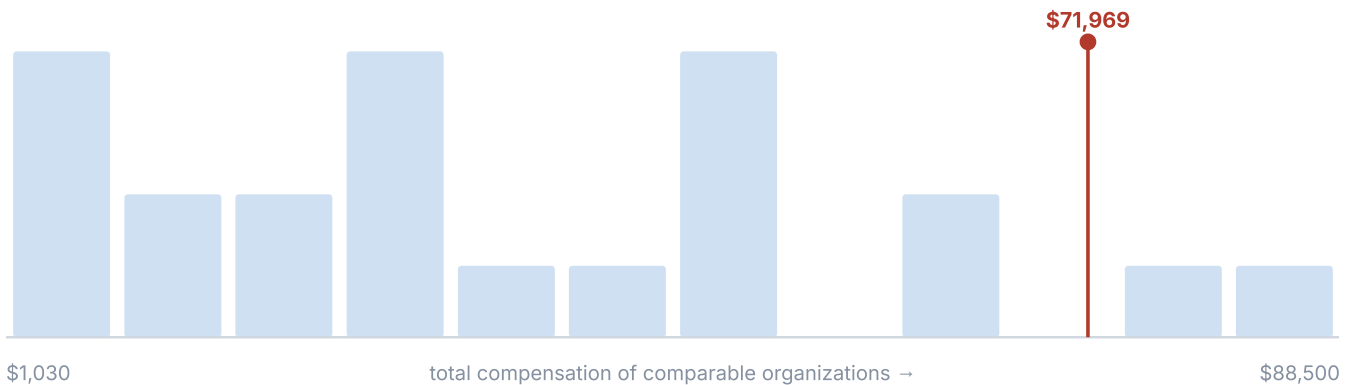
**BUDGET** Total revenue between \$112,158 and \$251,100 — 0.67x to 1.50x the subject's \$167,400 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A20) + NY + budget 0.67–1.5x revenue.

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

→ **22** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,784

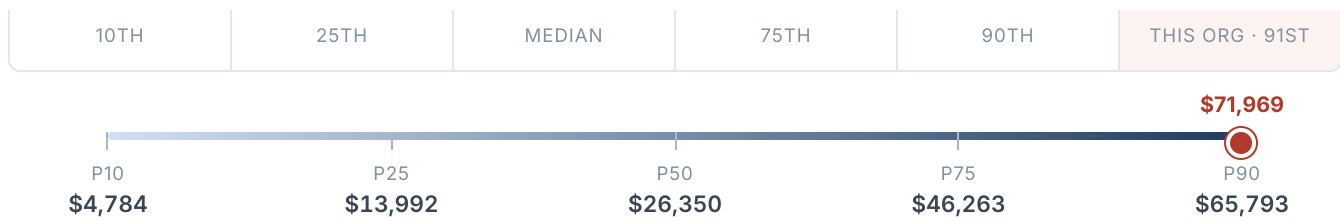
\$13,992

\$26,350

\$46,263

\$65,793

**\$71,969**



## ● 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 NY 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="#">88 International Corp</a>	NY	\$171,603	President	\$23,650	<b>\$23,650</b>	2024
<a href="#">Zgd Inc</a>	NY	\$173,301	Director	\$1,000	<b>\$1,030</b>	2023
<a href="#">Theater Resources Unlimited Inc</a>	NY	\$144,204	Executive Direc, President	\$24,150	<b>\$24,863</b>	2023
<a href="#">12 Dunemere Inc</a>	NY	\$138,477	Executive Director	\$17,651	<b>\$17,651</b>	2024
<a href="#">Empact Inc</a>	NY	\$198,656	President	\$5,000	<b>\$5,000</b>	2024
<a href="#">Triangle Arts Association Limited</a>	NY	\$201,266	Executive Director	\$76,004	<b>\$76,004</b>	2024
<a href="#">Kunqu Society Inc</a>	NY	\$201,314	President/board Director	\$13,110	<b>\$12,772</b>	2025
<a href="#">Soon Is Now Inc</a>	NY	\$201,440	Secretary	\$1,500	<b>\$1,500</b>	2024
<a href="#">Arc Athens Inc</a>	NY	\$201,717	Executive Director	\$46,065	<b>\$46,065</b>	2024
<a href="#">Blue Mountains Projects Inc</a>	NY	\$210,903	Executive Director	\$88,500	<b>\$88,500</b>	2024
<a href="#">Chsee Inc</a>	NY	\$123,771	Treasurer	\$4,760	<b>\$4,760</b>	2024
<a href="#">Astoria Film Festival Inc</a>	NY	\$214,985	Founding Director	\$45,000	<b>\$45,000</b>	2024
<a href="#">Helping Our People Evolve Incorporated</a>	NY	\$220,341	Executive Director	\$19,198	<b>\$19,198</b>	2024
<a href="#">Mivos Quartet Performing Arts Inc</a>	NY	\$227,496	Key Employee	\$24,938	<b>\$25,675</b>	2023
<a href="#">Arte Institute Inc</a>	NY	\$229,498	President/treasurer	\$60,000	<b>\$60,000</b>	2024
<a href="#">Ekmeles Inc</a>	NY	\$233,616	President	\$31,675	<b>\$32,611</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Siren-protectors Of The Rainforest</a>	NY	\$240,987	Executive Director	\$9,446	<b>\$9,725</b>	2023
<a href="#">The American Meditation Institute</a>	NY	\$242,823	President	\$50,000	<b>\$50,000</b>	2024
<a href="#">Kaje Inc</a>	NY	\$243,425	Founding Member And Executive Director	\$66,437	<b>\$66,437</b>	2024
<a href="#">Canvas Institute</a>	NY	\$244,903	Executive Director	\$45,000	<b>\$46,329</b>	2023
<a href="#">The Sunshine Center Inc</a>	NY	\$246,329	Ceo/secretar	\$42,750	<b>\$42,750</b>	2024
<a href="#">Arts For All Inc</a>	NY	\$248,714	Executive Director	\$26,250	<b>\$27,025</b>	2023

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

## ■ Sample, role match & sensitivity

PEER COUNT	22 organizations. Compensation range \$1,030–\$88,500; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$167,400); for reference, expenses \$229,981 and assets \$78,617.
ROLE MATCH	Gregory Shanck, reported title "MANAGING DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers 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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	91 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	95 <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 (Gregory Shanck) 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 22 similarly situated organizations (Same NTEE sector (A20) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,969 is reasonable (approximately the 91<sup>st</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.