

Diplomacy Center Foundation

Executive Director / CEO

EIN 510398806
 DC · NTEE A54
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Roman Popadiuk, Executive Director / CEO** (\$157,500) against **every comparable organization** that fit the selection criteria — **104** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

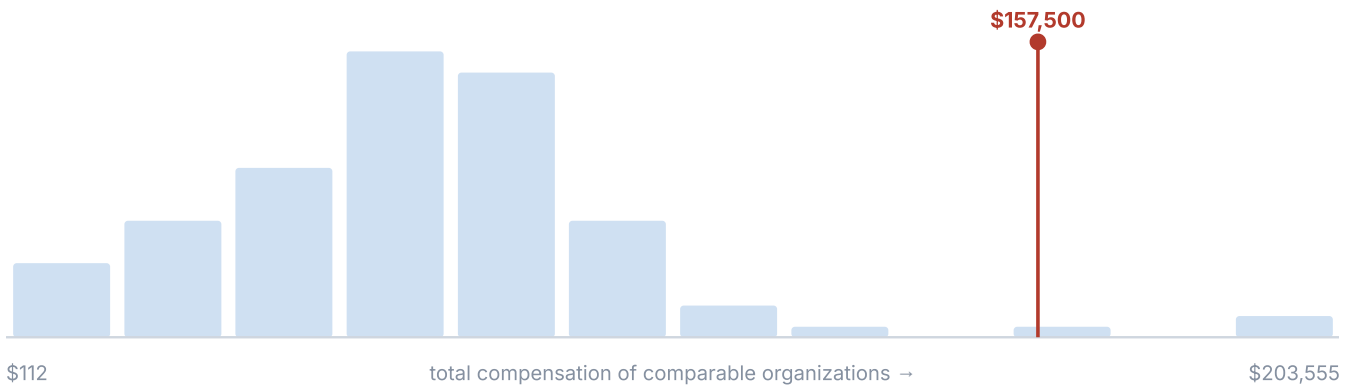
Benchmarked executive: Roman Popadiuk — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (A54).
- BUDGET Total revenue between \$216,661 and \$485,064 — 0.67x to 1.50x the subject's \$323,376 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (A54), nationwide + budget 0.67–1.5x revenue.

104 organizations qualified on sector, size, and geography → **104** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,806	\$46,171	\$58,819	\$79,340	\$90,344	\$157,500
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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 DC 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
Delmarva Discovery Center & Museum Inc	MD	\$323,477	Coo	\$55,000	\$58,596	2024
Houston Aeronautical Heritage	TX	\$324,772	Director	\$18,438	\$21,018	2024
Matheson History Museum	FL	\$325,091	Executive Director	\$46,872	\$50,178	2024
New Castle Senior Center Inc	DE	\$325,580	Executive Director	\$90,716	\$98,613	2025
Museum Village Of Old Smith's Clove Inc	NY	\$327,502	Executive Director	\$28,434	\$30,145	2023
Christiansburg Institute Inc	VA	\$328,051	Executive Director	\$75,151	\$82,688	2024
Conrad Mansion Directors Inc	MT	\$328,213	Museum Director	\$51,900	\$65,636	2023
Heritage Museum Foundation At Grissom Air Reserve Base	IN	\$318,389	Executive Director	\$68,500	\$82,319	2024
Loudoun Heritage Farm Museum	VA	\$329,260	Executive Di	\$53,049	\$58,370	2024
The Gunflint Trail Historical	MN	\$315,116	Executive Di	\$30,616	\$34,474	2024
Grand Traverse Lighthouse Museum	MI	\$314,482	Executive Director	\$75,772	\$89,125	2024
The Lawson Boating Heritage Center On Chautauqua Lake	NY	\$314,302	Trustee	\$4,150	\$4,273	2024
California Heritage Museum	CA	\$314,102	Executive Director	\$42,959	\$43,521	2023
Ninepipes Museum Of Early Montana	MT	\$311,614	Exective Director	\$29,974	\$37,907	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fairfield County Heritage	OH	\$311,054	Executive Di	\$54,990	\$66,371	2024
Wilmington Railroad Museum Foundation Inc	NC	\$335,734	Executive Director	\$63,500	\$74,769	2024
The Rice Museum	SC	\$310,577	Executive Director	\$17,248	\$19,976	2025
Penasco Valley Historical	NM	\$336,487	Executive Di	\$45,096	\$55,273	2024
Roebing Main Gate Museum	NJ	\$306,378	Executive Director	\$75,855	\$79,459	2023
National Museum Of Americans In Wartime	VA	\$341,265	Ceo	\$185,000	\$203,555	2024
America On Wheels Inc	PA	\$342,357	Executive Di	\$13,846	\$15,735	2024
Smithfield Preston Foundation	VA	\$302,252	Executive Dir.	\$81,912	\$90,128	2024
Franklin Opera House Inc	NH	\$301,823	Executive Director	\$29,120	\$29,851	2025
Old Mill Foundation	CA	\$301,525	Executive Dir.	\$60,000	\$59,041	2024
Sandusky Area Maritime Association	OH	\$345,605	Executive Di	\$46,500	\$56,124	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 104 organizations. Compensation range \$112–\$203,555; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$323,376); for reference, expenses \$421,258 and assets \$7,587,253.

ROLE MATCH	Roman Popadiuk, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	97 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	95 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 (Roman Popadiuk) 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 104 similarly situated organizations (Same NTEE sector (A54), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$157,500 is reasonable (approximately the 97th 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.