

Maine Irish Heritage Center

Executive Director / CEO

EIN 810546468
 ME · NTEE A23
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Eric Brown, Executive Director / CEO** (\$80,000) against **every comparable organization** that fit the selection criteria — **158** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

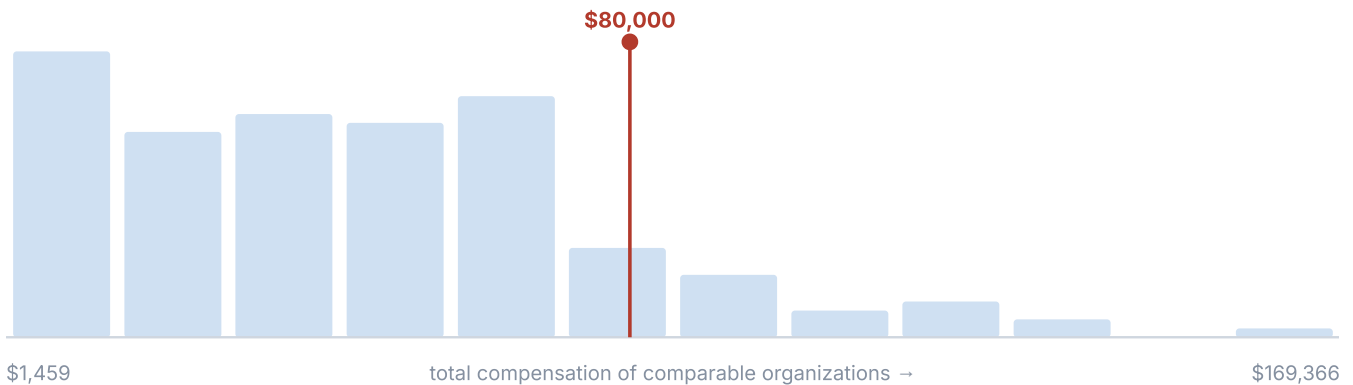
Benchmarked executive: Eric Brown — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

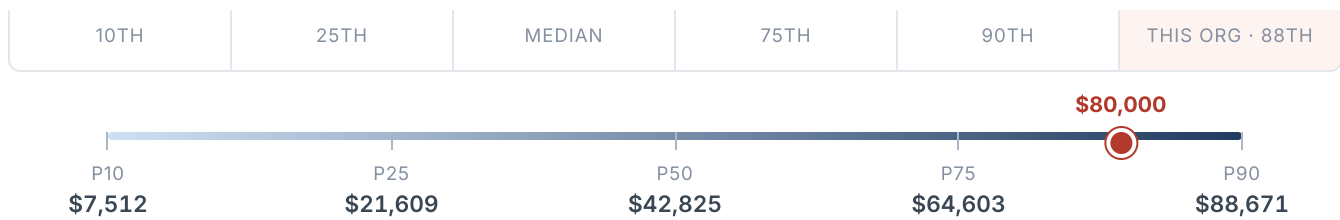
SECTOR	Organizations sharing the subject's NTEE classification (A23).
BUDGET	Total revenue between \$183,028 and \$409,765 — 0.67x to 1.50x the subject's \$273,177 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

158 organizations qualified on sector, size, and geography → **158** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,512	\$21,609	\$42,825	\$64,603	\$88,671	\$80,000
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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 ME 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
Shep-ty	CA	\$272,124	Executive Dir.	\$115,189	\$99,333	2024
Irish Heritage Center	OH	\$271,167	Director	\$4,700	\$5,118	2023
Red Earth Inc	OK	\$270,989	Executive Di	\$43,306	\$47,622	2024
Bit Community Center Inc	MD	\$276,110	Executive Director & Ceo	\$65,360	\$61,024	2024
Korean American Association And	TX	\$269,225	Board Member	\$9,000	\$8,991	2024
Mexican Cultural Center	PA	\$277,294	Director Of Programs	\$20,068	\$19,986	2024
La Conexion	OH	\$278,029	Executive Director	\$12,001	\$12,694	2024
Intercourse Library Inc	PA	\$278,303	Executive Di	\$60,408	\$60,160	2024
Lexington Chinese School Inc	MA	\$278,711	President	\$1,579	\$1,459	2023
Descendants Of Holocaust Survivors	NY	\$279,204	Executive Director	\$74,946	\$67,632	2024
Kealakai Center For Pacific String Traditions	HI	\$279,563	Executive Director	\$31,900	\$28,522	2024
Arawaka Inc	NM	\$281,056	President	\$47,700	\$52,749	2023
Liberty Place Inc	VI	\$264,018	Executive Director	\$52,664	\$52,664	2024
Fathers And Sons Together	WA	\$261,803	Executive Director	\$80,600	\$72,065	2024
American Foundation For Tibetan Cultural	CA	\$261,527	Ceo	\$12,500	\$10,779	2024
Alaska Native Voices Educational Institute	AK	\$285,092	President	\$36,768	\$35,105	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
King Sejong Institute Center Usa	CA	\$285,247	Cfo	\$38,004	\$33,741	2023
Kake Tribal Heritage Foundation	AK	\$285,602	Secretary/tr	\$8,000	\$7,863	2023
Relentless Academy	MN	\$259,244	Excutive Director	\$57,120	\$58,030	2023
Finnish Center Association	MI	\$258,337	Treasurer	\$9,479	\$9,771	2024
Vanguard Culture	CA	\$288,923	Board President	\$20,642	\$18,327	2023
The Progressive Forum	TX	\$257,151	Director	\$33,000	\$32,966	2024
Inner City Cultural League Inc	DE	\$289,252	Executive Director	\$26,000	\$26,175	2023
Race Matters Slo County	CA	\$256,465	Executive Director	\$30,067	\$26,694	2023
Halau Kekuakalaauaiialihi Inc	HI	\$256,455	President	\$14,996	\$13,408	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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	158 organizations. Compensation range \$1,459–\$169,366; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$273,177); for reference, expenses \$300,443 and assets \$546,147.
ROLE MATCH	Eric Brown, reported title " <i>Executive Director</i> ", 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.

OUTLIERS 3 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	88 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	87 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 (Eric Brown) 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 158 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,000 is reasonable (approximately the 88th 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.