

Palouse Discovery Science Center Inc

Executive Director / CEO

EIN 820523927
 WA · NTEE A57
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Meri E Joswiak, Executive Director / CEO** (\$67,714) against the **2000** closest of **2,916** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

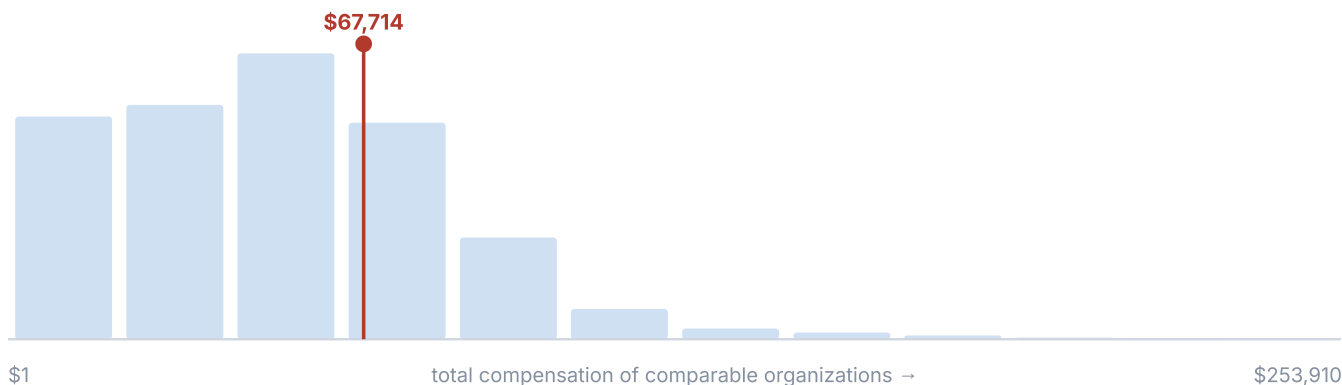
Benchmarked executive: Meri E Joswiak — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A57).
BUDGET	Total revenue between \$190,646 and \$426,820 — 0.67x to 1.50x the subject's \$284,547 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

2,916 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$9,533	\$27,091	\$49,717	\$70,131	\$91,857	\$67,714
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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 WA 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
The Big House Foundation Inc	GA	\$284,594	Executive Di	\$99,832	\$115,429	2023
Close Encounters With Music	NY	\$284,653	Artistic Director	\$100,000	\$100,929	2024
Lakeland Foundation	WA	\$284,403	Executive Director	\$34,207	\$33,325	2025
Headlong Dance Theater Inc	PA	\$284,717	President	\$45,000	\$53,720	2022
Lancaster Creative Factory	PA	\$284,765	Executive Director	\$25,000	\$28,668	2023
Community Youth Orchestra Of Bucks Count	PA	\$284,815	Executive Dir.	\$50,500	\$57,911	2023
The Oratorio Society Of Virginia	VA	\$284,836	Executive Director	\$29,875	\$31,388	2025
Knickerbocker Cotillion Inc	NJ	\$284,220	Executive Dir.	\$38,000	\$37,895	2024
Cactus Pear Music Festival	TX	\$284,917	Executive Dir.	\$69,333	\$77,465	2024
Performing Arts Center Of	SD	\$284,175	Executive Di	\$71,926	\$91,281	2023
Bellevue Literary Review Inc	NY	\$284,941	Executive Dir.	\$39,600	\$39,968	2024
Associates Of The Restored Temple Theatre Ltd	WI	\$284,117	Executive Director	\$28,433	\$33,167	2024
Wombwork Productions Inc	MD	\$285,003	Executive Dir.	\$40,455	\$42,244	2024
The Columbia Memorial Space Science Lear	CA	\$284,088	President & Executive Dire	\$81,528	\$80,954	2023
Friends Of Florida History Inc	FL	\$285,007	Division Dir	\$21,686	\$23,427	2023
Mtvarts Inc	OH	\$284,064	Artistic Dir	\$7,200	\$8,518	2024
Outspokane	WA	\$284,055	Executive Director	\$70,000	\$70,000	2024
Alaska Native Voices Educational Institute	AK	\$285,092	President	\$36,768	\$39,263	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Le Mondo	MD	\$285,096	Executive Director	\$59,808	\$64,299	2023
Alma	NM	\$285,234	Outreach Dir	\$14,000	\$16,819	2024
King Sejong Institute Center Usa	CA	\$285,247	Cfo	\$38,004	\$37,737	2023
Layerhythm Productions Inc	NY	\$283,841	President	\$46,271	\$46,701	2024
Window On A Wider World Inc	TX	\$283,777	Former Exec	\$83,525	\$96,077	2023
Waseca County Historical Society	MN	\$285,423	Executive Dir.	\$34,024	\$38,660	2023
American Comparative Literature	IL	\$285,428	Chief Admin Off	\$85,586	\$96,756	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	2000 organizations. Compensation range \$1–\$253,910; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$284,547); for reference, expenses \$309,364 and assets \$800,947.
ROLE MATCH	Meri E Joswiak, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	53 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	37 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	72 nd
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	70 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 (Meri E Joswiak) 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 2000 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,714 is reasonable (approximately the 72nd 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.