

Glacial Lakes Multicultural Center Inc

Executive Director / CEO

EIN 834070282

SD · NTEE P84

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Maria Nei, Executive Director / CEO** (\$1,020) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

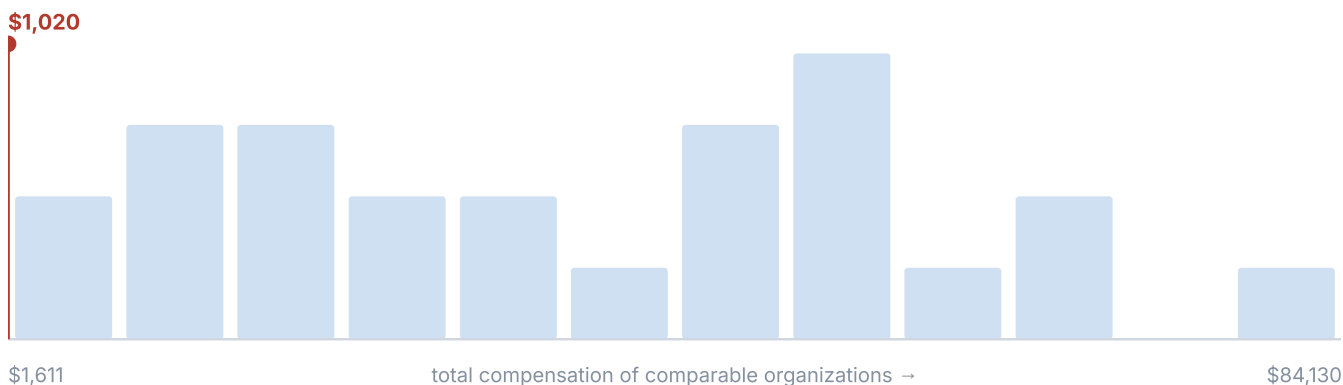
Benchmarked executive: Maria Nei — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P84).
BUDGET	Total revenue between \$122,480 and \$274,209 — 0.67x to 1.50x the subject's \$182,806 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P84), nationwide + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,790	\$18,956	\$36,457	\$50,947	\$64,053	\$1,020
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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 SD 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
Abbas House Of Welcome	TX	\$179,087	Executive Dir.	\$13,068	\$11,845	2024
Hands Of Faith Ministries Inc	NE	\$187,590	Executive Director	\$24,000	\$23,389	2024
Connecticut Immigrant & Refugee	CT	\$166,295	Former Executive Director	\$11,974	\$10,173	2024
Friends Of The International Institute	WI	\$205,058	Executive Vice President	\$22,000	\$21,434	2023
American Steps Corp	FL	\$206,258	Executive Director	\$96,000	\$84,130	2023
Immigration Community Center	WA	\$159,038	Program Manager	\$34,000	\$27,582	2024
Austin Region Jfon	TX	\$206,869	Executive Di	\$51,300	\$46,497	2024
Tu Casa Latina	NV	\$210,517	Executive Director	\$54,188	\$50,670	2023
Hromada	CA	\$214,081	Chief Financial Officer	\$2,000	\$1,611	2023
Ramapough Mountain Indians Inc	NJ	\$217,243	Executive Dir.	\$64,000	\$51,776	2024
Student Clinic For Immigrant Justice Inc	MA	\$147,159	Executive Director	\$60,231	\$50,491	2023
Overcomers Refugee Services	NH	\$228,857	Executive Di	\$61,966	\$53,375	2023
Korean American Association Of Chicago	IL	\$230,440	Vice President	\$22,300	\$19,353	2025
Unitedly	CA	\$232,317	Board President And Ceo	\$80,385	\$62,894	2024
Hispanic Alliance Of Southeastern	CT	\$233,962	Executive Dir.	\$48,385	\$42,320	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Connecticut Worker Center Inc	CT	\$237,703	Executive Officer	\$55,101	\$46,812	2024
American Polish Education Association	PA	\$125,374	Trustee	\$6,367	\$5,923	2023
Home For Refugees Usa	CA	\$242,109	Executive Director	\$82,500	\$64,549	2024
Hola Lakeway	TN	\$248,347	Executive Director	\$31,200	\$30,594	2023
Project Alaska Inc	AK	\$250,322	Executive Director	\$76,000	\$65,837	2024
Fulaa Lifeline International	VA	\$252,157	Executive Director	\$20,303	\$17,763	2024
Partnership For Good Health	OH	\$253,895	Executive Di	\$50,000	\$46,748	2025
Christian Immigration Advocacy Cent	PA	\$265,637	President	\$34,585	\$30,446	2025
Polynesian Association Of Alaska Inc	AK	\$272,041	President & Ceo	\$11,112	\$9,626	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SD 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 SD 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	24 organizations. Compensation range \$1,611–\$84,130; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$182,806); for reference, expenses \$132,397 and assets \$42,545.
ROLE MATCH	Maria Nei, reported title " <i>DIRECTOR</i> ", 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	4 th
All sources (D + E + F), adjusted	0 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 (Maria Nei) 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 24 similarly situated organizations (Same NTEE sector (P84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,020 is reasonable (approximately the 0th 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.