

Gamma Iota Sigma Foundation

Executive Director / CEO

EIN 921073408

OH · NTEE B03

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Grace Grant, Executive Director / CEO** (\$5,056) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Grace Grant — 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 (B03).

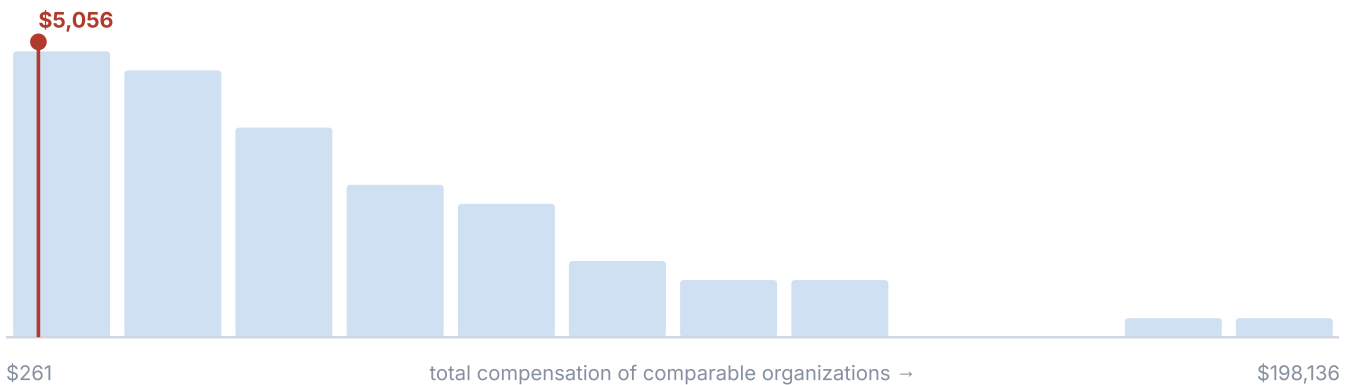
BUDGET Total revenue between \$164,954 and \$369,300 — 0.67x to 1.50x the subject's \$246,200 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B03), nationwide + budget 0.67–1.5x revenue.

67 organizations qualified on sector, size, and geography

→ **67** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,320

\$19,437

\$38,096

\$75,022

\$99,680

\$5,056



■ 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 OH 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 Association Of Asset Management Prof	NE	\$248,153	President	\$250	\$261	2023
Association For Practical & Professional	IN	\$249,118	Executive Director	\$50,000	\$48,500	2025
Nebraska Legal Diversity Council	NE	\$241,500	Executive Director	\$125,000	\$126,936	2024
Ohio School Health Services	OH	\$241,396	Treasurer	\$17,500	\$18,017	2023
Dyslexia Center Of Austin	TX	\$252,836	Executive Dir.	\$36,000	\$35,004	2023
Consortium For North American Higher Education Collaboration Con	AZ	\$253,145	Executive Director And Treasurer	\$13,266	\$12,046	2024
Entrepreneurs Organization Of Iowa	IA	\$239,142	Chapter Admi	\$56,060	\$56,460	2025
Meadowlands Regional 2040 Foundation Inc	NJ	\$253,386	President & Ceo	\$7,311	\$6,163	2024
National Council On School Facilities	DC	\$255,554	Former Executive Director	\$23,505	\$19,474	2024
Lone Star State School Counselor Association	TX	\$256,187	Executive Director	\$23,260	\$21,968	2024
New England Center For Attention	VT	\$257,226	Executive Dir.	\$120,000	\$117,405	2023
Northeast Greek Leadership	PA	\$258,306	Executive Di	\$49,781	\$46,871	2024
Nevada Association Of School Superintendents	NV	\$233,539	Executive Director	\$54,726	\$51,792	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pennsylvania Association For Supervision & Curriculum Development	PA	\$233,394	Executive Director	\$62,946	\$61,016	2023
New Orleans Regional Leadership	LA	\$232,933	Executive Director	\$91,800	\$98,258	2023
Maine Music Educators Association	ME	\$259,983	Executive Director	\$20,602	\$20,053	2023
National Association Of Corporate Directors - Chicago Chapter	IL	\$260,305	Executive Director	\$130,004	\$120,671	2024
Research Triangle Chapter Of The	NC	\$230,904	Executive Director	\$39,050	\$38,096	2024
Southeast Missouri Preparatory School	MO	\$261,800	President	\$30,666	\$29,876	2025
Pacific Tax Policy Institute	CA	\$230,100	Executive Di	\$35,000	\$28,535	2024
New Jersey Association For College	NJ	\$263,150	Exe. Assist.	\$22,353	\$19,399	2023
Ucgpcc	CA	\$228,995	President	\$7,881	\$6,425	2024
North Texas Chapter Of The National	TX	\$263,912	Executive Dir.	\$85,500	\$83,135	2023
Aatseel Of The Us Inc	CO	\$228,447	Executive Di	\$24,000	\$21,728	2024
South Carolina Alliance Of Black School Educators	SC	\$228,061	Executive Director	\$15,000	\$15,211	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	67 organizations. Compensation range \$261–\$198,136; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$246,200); for reference, expenses \$113,201 and assets \$544,932. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Grace Grant, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Grace Grant) 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 67 similarly situated organizations (Same NTEE sector (B03), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$5,056 is reasonable (approximately the 7th 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.