

# Polska Szkola Im Marii Konopckiej Nfp

Executive Director / CEO

EIN 943471964

IL · NTEE A23

FY ending 2024-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Sylwia Raj, Executive Director / CEO** (\$5,300) against **every comparable organization** that fit the selection criteria — **74** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Sylwia Raj — 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 (A23).
BUDGET	Total revenue between \$100,169 and \$224,259 — 0.67x to 1.50x the subject's \$149,506 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

**74** organizations qualified on sector, size, and geography → **74** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,292	\$10,686	\$30,496	\$53,931	\$68,645	\$5,300
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ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Asi-kp Inc</a>	VA	\$129,620	Exec Director	\$9,000	<b>\$8,839</b>	2024
<a href="#">7 Rivers Alliance Inc</a>	WI	\$128,687	Executive Di	\$77,942	<b>\$82,798</b>	2024
<a href="#">Al-nahda Centernfp</a>	IL	\$174,180	Director	\$16,644	<b>\$17,136</b>	2023
<a href="#">Hawaiian Outrigger Canoe Voyaging</a>	HI	\$174,552	Executive Di	\$70,000	<b>\$63,748</b>	2024
<a href="#">All Cultures Equal Inc</a>	IA	\$123,407	Executive Dir.	\$14,300	<b>\$16,396</b>	2023
<a href="#">Swiss Center Of North America Inc</a>	WI	\$122,276	President/ceo (As Of April 2024)	\$51,154	<b>\$54,341</b>	2024
<a href="#">Minnesota International Chines</a>	MN	\$179,407	Principal	\$11,720	<b>\$11,476</b>	2025
<a href="#">Persian Cultural Center Inc</a>	VA	\$117,428	President	\$42,480	<b>\$42,953</b>	2023
<a href="#">Mexican Institute Of Greater Houston Inc</a>	TX	\$117,406	President	\$4,375	<b>\$4,583</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	74 organizations. Compensation range \$600–\$233,938; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$149,506); for reference, expenses \$142,993 and assets \$34,301.
ROLE MATCH	Sylwia Raj, reported title " <i>PRESIDENT</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**      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	18 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	18 <sup>th</sup>
Reportable pay only (column D), adjusted	18 <sup>th</sup>
All sources (D + E + F), adjusted	18 <sup>th</sup>

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 (Sylwia Raj) 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 74 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,300 is reasonable (approximately the 18<sup>th</sup> 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.