

International Institute For Mesopotamian Area Studies

Executive Director / CEO

EIN 953217524
 CA · NTEE A72Z
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Federico Buccellati, Executive Director / CEO** (\$18,000) against **every comparable organization** that fit the selection criteria — **1204** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

Benchmarked executive: Federico Buccellati — reported title “Deputy 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 (A72Z).
BUDGET	Total revenue between \$100,985 and \$226,087 — 0.67x to 1.50x the subject's \$150,725 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

1,204 organizations qualified on sector, size, and geography → **1,204** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$5,886 10TH	\$18,644 25TH	\$38,234 MEDIAN	\$59,575 75TH	\$78,726 90TH	\$18,000 THIS ORG · 25TH
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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 CA 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
Yara Arts Group	NY	\$150,689	Artistic Director & Board Member	\$20,750	\$21,092	2024
Cleveland Art Association	OH	\$150,890	Director/secretary	\$3,705	\$4,414	2024
Hispanics Avanzando Hispanics -- Db a Hispanic Chamber Cincinnati Foundation	OH	\$150,551	Board Of Directors	\$7,200	\$8,831	2023
Orchestra 2001 Inc	PA	\$150,514	Executive Director	\$98,059	\$109,997	2024
Organizacion De Tlaxcaltecas Usa Inc	CA	\$150,947	President	\$40,000	\$38,852	2024
Juggerknot Theatre Corporation	FL	\$151,050	President/director	\$60,000	\$63,403	2024
Hunterdon County Historical Society	NJ	\$150,272	Executive Adminstrator	\$60,000	\$60,259	2024
Lovell Historical Society	ME	\$151,332	President	\$19,815	\$22,978	2023
Center For Documentary Expression	UT	\$151,368	Executive Di	\$54,000	\$64,004	2023
The Heidelberg Project	MI	\$151,440	Executive Di	\$96,000	\$111,460	2024
Parlez-vous Francais Inc	NJ	\$151,485	President	\$43,063	\$42,133	2025
Mississippi Industrial Heritage Museum Inc	MS	\$151,523	Sec Treas And Executive Director	\$57,200	\$73,777	2023
Inta Inc	NY	\$149,778	Artistic Director	\$83,662	\$87,550	2023
Stockyards Plaza Inc	SD	\$149,752	Executive Director	\$76,301	\$94,722	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Milwaukee Ballet Orchestra Inc	WI	\$151,804	Managing Director	\$3,460	\$4,185	2023
Polska Szkoła Im Marii Konopckiej Nfp	IL	\$149,506	President	\$5,300	\$5,861	2024
African American Heritage Society	TN	\$149,506	Executive Dir.	\$27,440	\$33,403	2023
Bruce Lee Foundation Inc	CA	\$149,396	Executive Director	\$100,248	\$100,248	2023
Haverhill Historical Society	MA	\$152,088	Director And Curator	\$34,356	\$33,832	2025
The Charnley-persky House Museum	IL	\$149,312	Executive Director - Term	\$6,193	\$7,051	2023
Elnu Abenaki Inc	VT	\$152,261	Secretary/treas	\$62,914	\$71,231	2024
Enchantment Theatre Company	PA	\$152,282	Director	\$39,200	\$43,972	2024
Carole Kneeland Project For	TX	\$149,007	Executive Director	\$70,000	\$81,091	2023
The Grand Foundation Inc	NE	\$152,532	Vice President	\$13,000	\$15,728	2024
District One Community Education	PA	\$148,914	Executive Di	\$35,000	\$38,249	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2023 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 CA 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 **1204** organizations. Compensation range \$291–\$322,321; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$150,725); for reference, expenses \$303,338 and assets \$512,764. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Federico Buccellati, reported title " <i>Deputy 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	47 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	22 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	25 th
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	23 rd

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 (Federico Buccellati) 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 1204 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$18,000 is reasonable (approximately the 25th 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.