

Lowell Art Association

Executive Director / CEO

EIN 042428837

MA · NTEE A510

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Sara Bogosian, Executive Director / CEO** (\$106,923) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

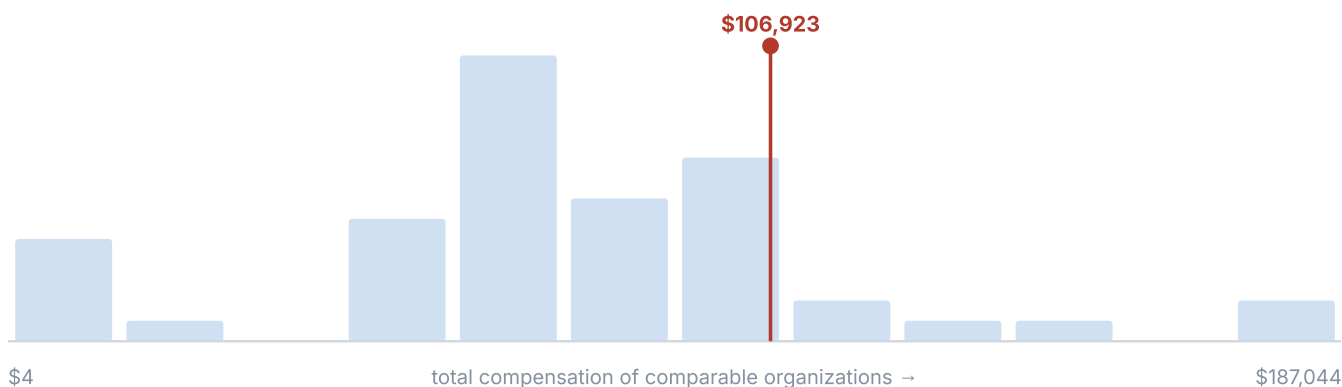
Benchmarked executive: Sara Bogosian — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A510).
BUDGET	Total revenue between \$318,914 and \$713,988 — 0.67x to 1.50x the subject's \$475,992 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A51), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,241	\$63,537	\$77,280	\$96,532	\$113,542	\$106,923
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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 MA 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
4 Elements Studio Inc	NY	\$483,049	Executive Director	\$62,000	\$62,346	2024
Coos Art Museum	OR	\$484,043	Executive Director	\$67,333	\$69,584	2024
Quincy Art Center	IL	\$484,086	Executive Director	\$64,913	\$69,187	2025
Washington Project For The Arts Inc	DC	\$487,921	Interim Executive Dir (Thru April)	\$52,404	\$52,686	2023
Visual Art Exchange	NC	\$490,255	Executive Director	\$65,795	\$77,888	2023
Arnot Art Museum	NY	\$460,339	Trustee	\$4	\$4	2023
Torrance Cultural Arts Center	CA	\$457,647	Executive Director	\$101,435	\$97,471	2024
Coleman Center Board Of The City Of York	AL	\$504,812	Executive Director	\$65,000	\$78,144	2024
Headley-whitney Museum Inc	KY	\$507,659	Executive Dir.	\$68,462	\$81,852	2024
Museum Of Neon Art	CA	\$508,173	Executive Direc	\$64,625	\$63,934	2023
Steamboat Art Museum	CO	\$524,298	Executive Dir.	\$97,683	\$104,234	2024
Owensboro Museum Of Fine Art Inc	KY	\$525,604	President/director	\$81,036	\$96,885	2024
Richmond Art Museum	IN	\$528,388	Executive Director	\$117,660	\$138,078	2024
Lagrange Art Museum Inc	GA	\$422,931	Executive Di	\$65,473	\$73,259	2024
Dashboard Co-op Inc	GA	\$547,865	Executive Di	\$78,883	\$90,871	2023
The Book Club Of California	CA	\$548,575	Executive Di	\$194,650	\$187,044	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Greenville Museum Of Art Inc	NC	\$551,806	Executive Di	\$61,800	\$69,228	2025
Doral Contemporary Art Museum Inc	FL	\$398,641	President	\$2,000	\$2,091	2024
Concrete Couch	CO	\$396,632	Executive Director	\$60,000	\$65,915	2023
North Carolina Pottery Museum Inc	NC	\$394,862	Executive Director	\$68,195	\$76,392	2025
Santa Paula Art Museum	CA	\$394,622	Executive Di	\$99,274	\$95,395	2024
Mcrd Museum Historical Society	CA	\$558,565	Executive Dir.	\$110,000	\$105,702	2024
Michelson Museum Of Art	TX	\$388,017	Executive Dir.	\$53,900	\$60,000	2024
Art Museum Of Greater	IN	\$565,307	Executive Di	\$42,615	\$51,488	2023
516 Arts	NM	\$383,975	President/ed	\$91,220	\$109,181	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 48 organizations. Compensation range \$4–\$187,044; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$475,992); for reference, expenses \$329,845 and assets \$6,631,087.

ROLE MATCH Sara Bogosian, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	88 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	83 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 (Sara Bogosian) 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 48 similarly situated organizations (Same NTEE sector (A51), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$106,923 is reasonable (approximately the 88th 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.