

Guthrie Center Corp

Executive Director / CEO

EIN 043137289
 MA · NTEE A99Z
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Annie Guthrie, Executive Director / CEO** (\$15,445) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

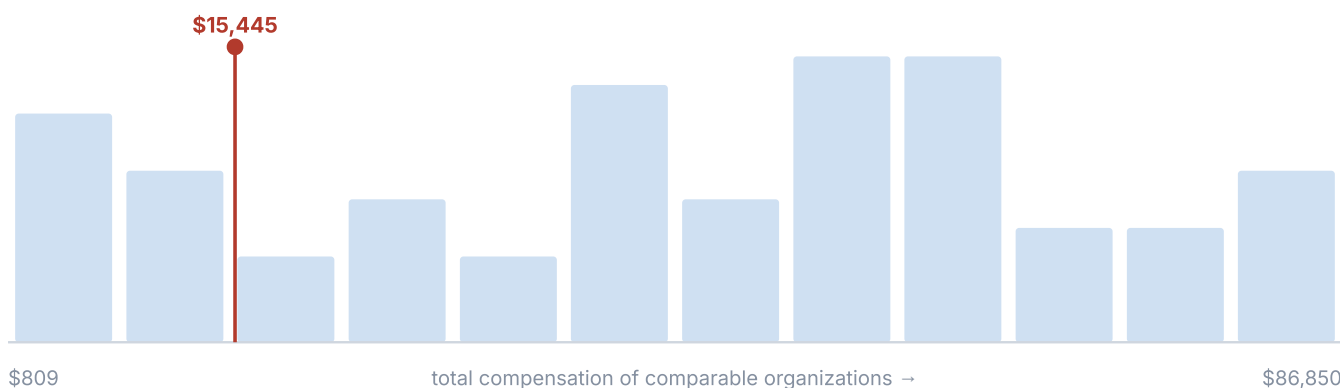
Benchmarked executive: Annie Guthrie — reported title "CLERK/ DIREC", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A99Z).
BUDGET	Total revenue between \$139,178 and \$311,593 — 0.67x to 1.50x the subject's \$207,729 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A99), nationwide + budget 0.67–1.5x revenue.

73 organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,711	\$22,961	\$49,465	\$62,678	\$74,145	\$15,445
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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
Second Line Arts Collective	LA	\$206,547	Executive Director	\$23,804	\$29,169	2024
Smith-lemli-opitz Foundation	ND	\$205,034	President	\$20,800	\$26,151	2023
Broad Room Creative Collective Sacramento	CA	\$211,336	Executive Director	\$41,204	\$39,594	2024
Ventura Audubon Society	CA	\$211,531	Director	\$3,789	\$3,641	2024
Space Cowboys Collective	CA	\$211,775	Chief Executive Officer	\$1,300	\$1,286	2023
Mauliola Keehi	HI	\$203,654	Executive Director	\$62,083	\$63,682	2023
Intersectioninc	NY	\$203,596	President	\$60,167	\$60,503	2024
Northwest Creative & Expressive	WA	\$212,247	Executive Director	\$53,773	\$52,194	2025
Marin Open Studios	CA	\$212,519	Executive Dir.	\$52,507	\$50,455	2024
Rome Historical Society Inc	NY	\$212,619	Executive Di	\$55,267	\$57,216	2023
The House Of Afros Capes & Curls Inc	NE	\$202,047	Executive Dir.	\$60,000	\$73,935	2023
Papageno Society Inc	NY	\$213,603	Treasurer	\$80,000	\$80,446	2024
Sensory Theatre Endless Possibilities Inc	VA	\$201,474	Executive Director/slp	\$32,293	\$35,723	2023
Foothills Resource Group	TN	\$215,324	Director	\$50,400	\$60,696	2023
American Topical Association	SC	\$199,682	Executive Di	\$54,123	\$62,834	2024
Glendale Arts	CA	\$199,034	Ceo	\$89,804	\$84,070	2025
Dimensions Variable (Dv)	FL	\$198,940	Co-founder & Chair	\$21,754	\$22,742	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Artists Image Resource Inc	PA	\$218,967	Board Member & Executive D	\$52,000	\$57,707	2024
5p Society	CA	\$219,370	Executive Vp	\$50,000	\$48,046	2024
Firehouse Projects	CA	\$220,000	Director	\$75,000	\$74,198	2023
Bridge Street Theatre Inc	NY	\$194,702	Artistic And Managing Director	\$10,000	\$10,352	2023
Wisdom Circles Oceania	HI	\$222,230	Executive Director	\$41,960	\$43,040	2023
Remember The Triangle Fire Coalition	NY	\$192,817	Treasurer/project Financia	\$58,000	\$58,323	2024
Education & Community	CO	\$228,000	Executive Director	\$52,500	\$57,676	2023
Blindspot Collective	CA	\$229,118	Director	\$21,925	\$21,691	2023

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	73 organizations. Compensation range \$809–\$86,850; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$207,729); for reference, expenses \$222,041 and assets \$600,640.
ROLE MATCH	Annie Guthrie, reported title " <i>CLERK/ DIREC</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	19 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	18 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 (Annie Guthrie) 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 73 similarly situated organizations (Same NTEE sector (A99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,445 is reasonable (approximately the 19th 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.