

Rhode Island Black Storytellers

Executive Director / CEO

EIN 050516630

RI · NTEE A20

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Valerie Tutson, Executive Director / CEO** (\$60,643) against **every comparable organization** that fit the selection criteria — **302** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

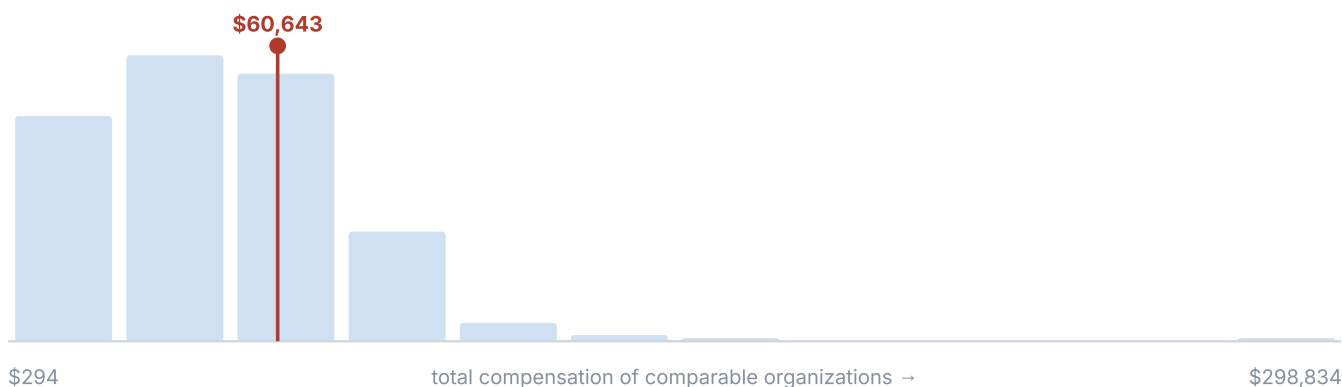
Benchmarked executive: Valerie Tutson — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A20).
BUDGET	Total revenue between \$176,600 and \$395,374 — 0.67x to 1.50x the subject's \$263,583 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

302 organizations qualified on sector, size, and geography → **302** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,243	\$25,525	\$45,647	\$64,675	\$81,686	\$60,643
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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 RI 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
Pasacat Inc	CA	\$264,275	Executive Director Administra	\$5,700	\$5,284	2023
Carnegie Visual Arts Center Inc	AL	\$264,371	Executive Di	\$44,000	\$49,573	2024
Immersive Arts Alliance	CA	\$264,651	Exec Directo	\$24,500	\$22,715	2023
Que-os	NC	\$261,808	Executive Director	\$79,186	\$83,130	2025
Rockport Cultural Arts District	TX	\$261,701	Executive Director	\$76,000	\$81,626	2023
San Francisco International Arts Festival Inc	CA	\$265,801	President, Executive Director	\$70,000	\$63,037	2024
Dulce Upfront Labs	CA	\$265,904	Co-director	\$44,316	\$39,908	2024
Canyon Cinema Foundation	CA	\$261,223	Executive Director	\$58,708	\$54,430	2023
Arts Longview	TX	\$266,310	Executive Director	\$52,597	\$54,870	2024
Arts Center At Duck Creek Inc	NY	\$260,193	President	\$94,880	\$89,413	2024
Ely Folk School	MN	\$267,705	Program Director	\$40,165	\$42,612	2023
Museum Of Contemporary Art Santa Barbara	CA	\$267,953	Executive Director	\$48,038	\$43,260	2024
Can Foundation	VA	\$268,491	Treasurer	\$620	\$642	2023
A Blade Of Grass Fund	NY	\$268,734	Interim Executive Director	\$111,932	\$108,598	2023
Stove Works	TN	\$268,772	Executive Director	\$6,000	\$6,771	2023
Englewood Cultural Arts Center	CO	\$269,096	Executive Dir.	\$24,000	\$24,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lynn Music Foundation Inc	MA	\$257,919	President	\$10,785	\$10,406	2023
Northwest Connecticut Arts Council Inc	CT	\$257,836	Executive Dir.	\$55,000	\$55,369	2023
Northen Culture Exchange	AK	\$269,815	Secretarydired	\$41,500	\$42,600	2023
New Orleans Academy Of Ophthalmology	LA	\$257,218	Executive Director	\$53,978	\$63,817	2023
J Austin White Cultural Center Inc	AR	\$269,962	Executive Di	\$46,500	\$54,510	2024
Firestone Park Cultural And Custodi	OH	\$256,796	President	\$3,000	\$3,314	2024
Northern California Music & Art Culture Center	CA	\$256,509	Executive Director	\$48,000	\$43,226	2024
Youth Art Team	IA	\$270,875	Executive Director	\$91,450	\$104,426	2024
Blue Sage Center For The Arts	CO	\$256,184	Executive Di	\$43,577	\$43,577	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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 302 organizations. Compensation range \$294–\$298,834; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$263,583); for reference, expenses \$316,211 and assets \$239,098.

ROLE MATCH Valerie Tutson, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 4 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	70 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	68 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 (Valerie Tutson) 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 302 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,643 is reasonable (approximately the 70th 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.