

The Association For Cultural Equity Inc

Executive Director / CEO

EIN 133168746

NY · NTEE A200

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sarah Bryan, Executive Director / CEO** (\$68,436) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

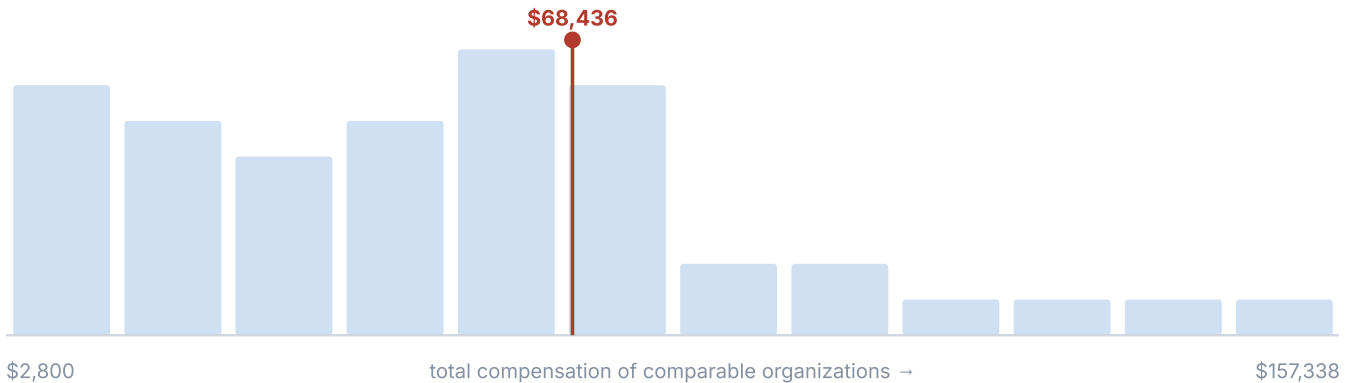
Benchmarked executive: Sarah Bryan — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A200).
BUDGET	Total revenue between \$226,184 and \$506,383 — 0.67x to 1.50x the subject's \$337,589 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20) + NY + budget 0.67–1.5x revenue.

47 organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,251	\$26,575	\$53,536	\$70,841	\$99,232	\$68,436
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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 NY 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
Origami Usa Inc	NY	\$337,288	President	\$30,000	\$30,000	2024
Pharos The International Photo Archives Association	NY	\$343,867	Executive Director	\$33,405	\$34,392	2023
Jack Arts Inc	NY	\$329,150	Co-director	\$68,896	\$70,931	2023
Raga Massive Inc	NY	\$323,178	Executive Director	\$17,550	\$18,068	2023
Bailey's Cafe Inc	NY	\$353,023	Executive Di	\$18,750	\$19,304	2023
Inwood Art Works Inc	NY	\$353,982	Chairman	\$55,000	\$56,625	2023
Nars Foundation Inc	NY	\$355,287	Founding Director	\$43,002	\$44,272	2023
Ma's House & Bipoc Art Studio Inc	NY	\$317,270	President	\$26,125	\$26,125	2024
The Brooklyn Steppers Inc	NY	\$359,620	Executive Director	\$41,500	\$40,430	2025
Space On The Farminc	NY	\$359,689	Executive Director (Left 2024)	\$70,750	\$70,750	2024
Dorill Initiative Inc	NY	\$314,146	Executive Director	\$9,149	\$9,419	2023
Kindred Arts Inc	NY	\$305,052	Executive Director	\$11,750	\$12,097	2023
Buffalo Institute For Contemporary Art	NY	\$301,221	Part Time Executive Director	\$12,000	\$12,354	2023
Funoon	NY	\$295,886	Executive Director	\$75,556	\$77,788	2023
Statement Arts Inc	NY	\$379,950	Secretary	\$60,818	\$60,818	2024
Ugly Duckling Presse Ltd	NY	\$381,176	Press Manager	\$58,125	\$58,125	2024
Western Ny Book Arts Collaborative Inc	NY	\$289,491	Executive Dir.	\$53,000	\$54,565	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Artistic Freedom Initiative Inc	NY	\$393,958	Co-executive Director & Secretary	\$157,338	\$157,338	2024
Discovery Trail Inc	NY	\$280,393	Executive Director	\$70,510	\$68,693	2025
Next Edge Arts Inc	NY	\$277,332	Artistic Dir	\$10,250	\$10,553	2023
Coming Together Festival Of Dance &	NY	\$399,596	Executive Director	\$25,064	\$25,804	2023
A Blade Of Grass Fund	NY	\$268,734	Interim Executive Director	\$111,932	\$115,238	2023
Catskill Art Society Inc	NY	\$411,785	Executive Director	\$70,000	\$72,068	2023
Pesvebi Inc	NY	\$412,518	President	\$2,800	\$2,800	2024
Arts Center At Duck Creek Inc	NY	\$260,193	President	\$94,880	\$94,880	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	47 organizations. Compensation range \$2,800–\$157,338; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$337,589); for reference, expenses \$370,883 and assets \$130,396.
ROLE MATCH	Sarah Bryan, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	68 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	66 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 (Sarah Bryan) 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 47 similarly situated organizations (Same NTEE sector (A20) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,436 is reasonable (approximately the 68th 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.