

Americans For The Arts Action Fund

Executive Director / CEO

EIN 201427963
 DC · NTEE A20
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Nolen Bivens, Executive Director / CEO** (\$8,508) against **every comparable organization** that fit the selection criteria — **312** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

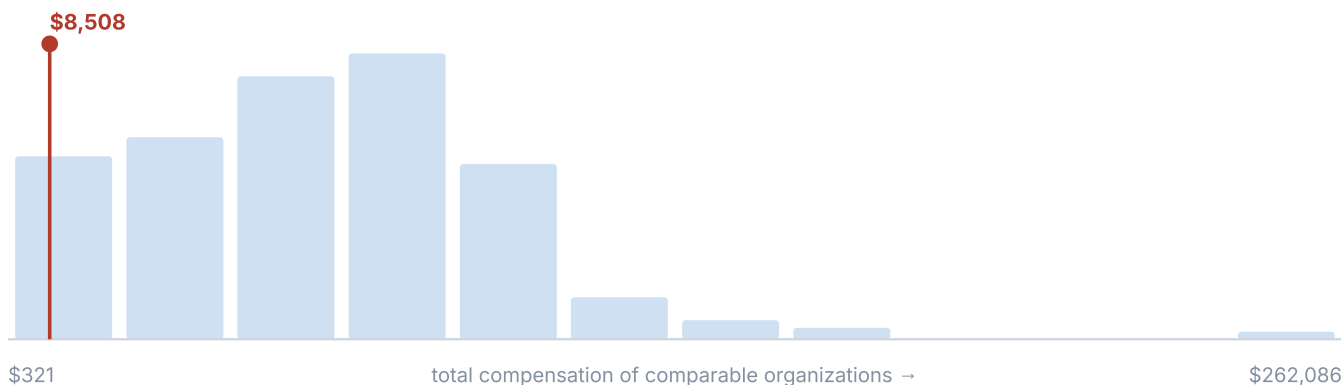
Benchmarked executive: Nolen Bivens — reported title "President & CEO - until 05/24", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A20).
BUDGET	Total revenue between \$276,528 and \$619,093 — 0.67x to 1.50x the subject's \$412,729 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

312 organizations qualified on sector, size, and geography → **312** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,526	\$37,867	\$62,890	\$84,090	\$103,288	\$8,508
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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 DC 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
Pesvebi Inc	NY	\$412,518	President	\$2,800	\$2,883	2024
The People's Nonprofit Accelerator	OR	\$413,022	Executive Director	\$77,830	\$82,365	2024
Arkansas Climate League	AR	\$413,023	Director	\$7,680	\$9,838	2024
Bay Area Country Dance Society	CA	\$413,563	Board Chair	\$1,694	\$1,667	2024
Creative Santa Fe	NM	\$413,644	Executive Director	\$109,583	\$138,279	2023
Catskill Art Society Inc	NY	\$411,785	Executive Director	\$70,000	\$74,211	2023
Friends Of The Apostle Islands	WI	\$411,004	Co-executive Director	\$43,740	\$53,593	2023
Performing Arts And Science Academy Pasa	SC	\$416,091	Executive Director	\$41,921	\$49,837	2024
Decatur Arts Alliance Inc	GA	\$408,137	Executive Di	\$67,125	\$79,185	2023
Borrego Art Institute	CA	\$417,523	Vice President	\$32,820	\$32,295	2024
Black Mountain Swannanoa Valley Arts Center	NC	\$417,832	Executive Director	\$72,000	\$87,282	2023
Seattle Jazz Fellowship	WA	\$407,549	Executive Director	\$60,625	\$61,853	2024
Remix Education Inc	KY	\$418,211	Vice President	\$69,600	\$87,729	2023
Society Of American Business	AZ	\$406,578	Executive Director	\$73,221	\$82,617	2023
Lotus Education And Arts Foundation Inc	IN	\$406,268	Exec Dir	\$31,513	\$38,989	2023
Arts Bridging The Gap	CA	\$406,175	Executive Director	\$50,708	\$51,371	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Indian Cultural Heritage Foundation	TX	\$404,841	Executive Di	\$17,000	\$19,951	2023
Arhoolie Foundation	CA	\$420,830	Executive Dir.	\$60,451	\$61,242	2023
French American Museum Exchange Inc	CT	\$402,616	Exec Directo	\$102,183	\$109,179	2024
Main Street Arts Inc	NY	\$424,719	Executive Director & Curat	\$81,818	\$86,740	2023
Bulk Space	MI	\$424,846	Director	\$34,562	\$40,653	2024
Hui Hoolana	HI	\$399,678	President/treas	\$42,324	\$43,181	2024
Coming Together Festival Of Dance &	NY	\$399,596	Executive Director	\$25,064	\$26,571	2023
Rochester Folk Art Guild Inc	NY	\$427,098	Treasurer	\$15,000	\$15,902	2023
Monroe Arts Center Inc	WI	\$428,239	Executive Director	\$76,184	\$90,668	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 312 organizations. Compensation range \$321–\$262,086; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$412,729); for reference, expenses \$343,358 and assets \$542,460.

ROLE MATCH Nolen Bivens, reported title "*President & CEO - until 05/24*", 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	5 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	5 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (Nolen Bivens) 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 312 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,508 is reasonable (approximately the 5th 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.