

Outspokane

Executive Director / CEO

This analysis benchmarks the total compensation of **Matthew Danielson, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **314** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

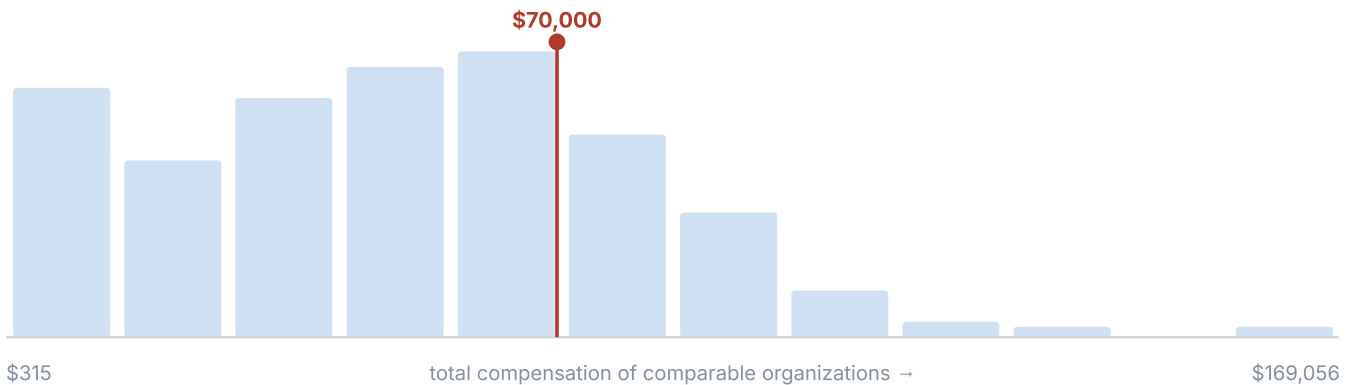
Benchmarked executive: Matthew Danielson — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A20).
BUDGET	Total revenue between \$190,316 and \$426,082 — 0.67x to 1.50x the subject's \$284,055 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

314 organizations qualified on sector, size, and geography → **314** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,408	\$27,338	\$49,343	\$70,737	\$87,472	\$70,000
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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 WA 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
Wombwork Productions Inc	MD	\$285,003	Executive Dir.	\$40,455	\$42,244	2024
Bee Cave Arts Foundation	TX	\$283,079	Board President	\$340	\$391	2023
Le Mondo	MD	\$285,096	Executive Director	\$59,808	\$64,299	2023
International Network Of Creatives	FL	\$285,495	President/di	\$115,962	\$121,676	2024
Center For Performing Arts Minneapolis	MN	\$282,382	Executive Director	\$48,493	\$53,520	2024
Makeshift	WA	\$286,163	Executive Director	\$20,825	\$20,825	2024
Mccoy Rigby Arts Inc	CA	\$286,386	President	\$14,280	\$14,180	2023
Suntan Art Center Inc	FL	\$286,604	Co-director	\$20,254	\$21,252	2024
40 West Arts Inc	CO	\$281,460	Pt Exec Director	\$38,000	\$40,698	2024
Arts Empowerment Project Inc	NC	\$286,962	Ceo	\$50,000	\$59,409	2023
Imagination Fort Worth	TX	\$287,534	Executive Director	\$68,735	\$79,065	2023
Discovery Trail Inc	NY	\$280,393	Executive Director	\$70,510	\$69,331	2025
Oklahoma Community Based Providers	OK	\$280,393	Executive Dir.	\$92,500	\$117,126	2023
Wormfarm Institute Inc	WI	\$280,067	Director	\$74,000	\$86,320	2024
Brazilian Cultural Arts Center Of Santa Barbara	CA	\$288,472	Presidentceo	\$34,500	\$34,257	2023
Berwin Art Education Center	NJ	\$288,494	President	\$63,000	\$64,682	2023
Italian Cultural Center	MN	\$279,445	Director - Adult Language School	\$23,356	\$26,539	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Studio Ace	CA	\$289,356	Director	\$50,000	\$49,648	2023
Western Ny Book Arts Collaborative Inc	NY	\$289,491	Executive Dir.	\$53,000	\$55,072	2023
Flamenco Works Inc	NM	\$278,587	Vice Preside	\$35,000	\$42,046	2024
Meetinghouse Arts	ME	\$277,723	Executive Director	\$50,000	\$55,922	2024
Next Edge Arts Inc	NY	\$277,332	Artistic Dir	\$10,250	\$10,651	2023
Hispanic Connection Of Southern Indiana Inc	IN	\$290,832	President	\$42,016	\$49,490	2024
People And Stories Gente Y Cuentos	NJ	\$276,496	Exec. Direct	\$69,731	\$69,539	2024
Emerge Cda Inc	ID	\$291,699	Executive Director	\$41,358	\$49,141	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 314 organizations. Compensation range \$315–\$169,056; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$284,055); for reference, expenses \$284,931 and assets \$117,247.

ROLE MATCH Matthew Danielson, 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 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	75 th
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	73 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 (Mattew Danielson) 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 314 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 75th 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.