

# Art In The Atrium Inc

Executive Director / CEO

EIN 223262907

NJ · NTEE A99

FY ending 2024-04-30

June 9, 2026

This analysis benchmarks the total compensation of **Simone Craig, Executive Director / CEO** (\$54,985) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Simone Craig — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (A99).

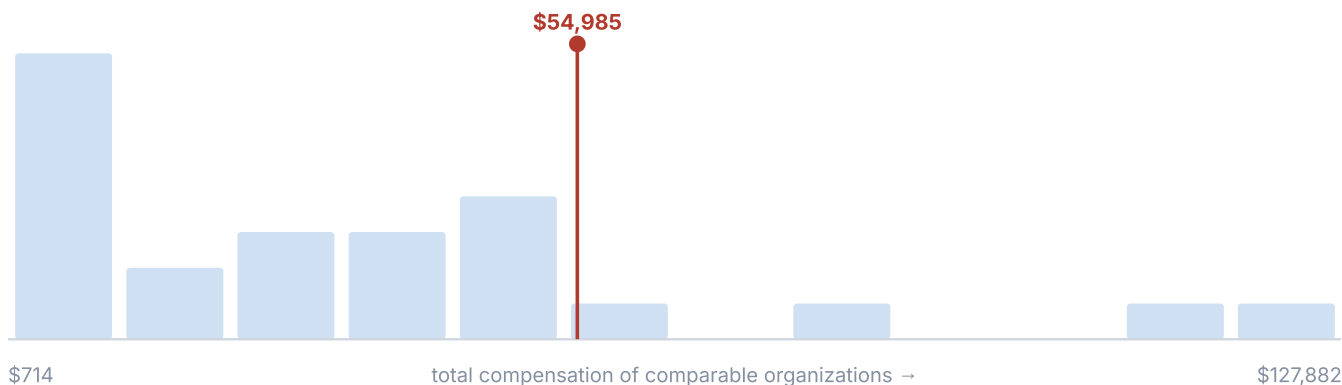
**BUDGET** Total revenue between \$73,711 and \$165,025 — 0.67x to 1.50x the subject's \$110,017 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A99), nationwide + budget 0.67–1.5x revenue.

**24** organizations qualified on sector, size, and geography

→ **24** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,909	\$6,820	\$27,374	\$51,447	\$70,823	\$54,985
---------	---------	----------	----------	----------	----------



## ● 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 NJ 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
<a href="#">Susquehanna Museum Of Havre De</a>	MD	\$111,710	Executive Di	\$48,866	<b>\$51,168</b>	2024
<a href="#">Decentered Arts</a>	CA	\$114,614	Treasurer	\$78,692	<b>\$76,106</b>	2024
<a href="#">Center For Austin Independent Journalism</a>	TX	\$115,103	Board Member	\$46,667	<b>\$52,284</b>	2024
<a href="#">Textile Society Of America Inc</a>	MD	\$101,200	Director At Large Communications	\$4,043	<b>\$4,358</b>	2023
<a href="#">The Cappies Inc</a>	VA	\$99,934	Technology Officer/cfo	\$20,000	<b>\$22,268</b>	2023
<a href="#">Alianta Inc</a>	DC	\$121,565	Chair	\$2,725	<b>\$2,757</b>	2023
<a href="#">Gordon Education Initiatives For</a>	TX	\$123,161	Executive Di	\$30,170	<b>\$33,802</b>	2024
<a href="#">Indigenous Peoples' Day Philly</a>	PA	\$96,719	Cofounder, I	\$9,990	<b>\$11,488</b>	2023
<a href="#">Jamaica Plain Arts And Civic Center</a>	MA	\$127,606	Executive Director	\$709	<b>\$714</b>	2024
<a href="#">Australian International Screen</a>	FL	\$89,964	Executive Director	\$121,541	<b>\$127,882</b>	2024
<a href="#">Peaceweavers Inc</a>	NY	\$89,254	President	\$24,100	<b>\$24,391</b>	2024
<a href="#">Suzuki Collaborative Of Cps</a>	OH	\$131,697	Executive Dir.	\$41,141	<b>\$47,547</b>	2025
<a href="#">Sephardi Voices Usa Inc</a>	FL	\$86,014	President/tr	\$7,250	<b>\$7,628</b>	2024
<a href="#">Spirit Of Harmony Foundation Inc</a>	IL	\$85,413	Executive Di	\$30,000	<b>\$33,033</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dorland Mountain Arts Colony</a>	CA	\$139,902	Executive Dir.	\$18,517	<b>\$17,909</b>	2024
<a href="#">Continuing Education Program Inc</a>	MA	\$76,768	Director (Ex-officio) (Hmfp Ceo)	\$109,829	<b>\$110,540</b>	2024
<a href="#">Cleveland Art Association</a>	OH	\$150,890	Director/secretary	\$3,705	<b>\$4,395</b>	2024
<a href="#">Praising Earth Inc</a>	NM	\$152,879	President	\$25,200	<b>\$30,357</b>	2024
<a href="#">Intersectional Arts Inc</a>	CA	\$153,831	President	\$3,375	<b>\$3,264</b>	2024
<a href="#">Elios Charitable Foundation</a>	CA	\$155,069	Executive Dir.	\$58,750	<b>\$58,497</b>	2023
<a href="#">The Warehouse Inc</a>	WI	\$158,144	Executive Di	\$32,400	<b>\$39,018</b>	2023
<a href="#">Black Artistsdesigners Guildinc</a>	NY	\$161,061	Exeucitive Director	\$52,000	<b>\$52,628</b>	2024
<a href="#">Foundation For Critical Thinking</a>	CA	\$163,391	President & Ceo	\$1,299	<b>\$1,256</b>	2024
<a href="#">Arts Center At Killingworth Inc</a>	CT	\$163,927	Board Member / Trustee	\$7,852	<b>\$8,246</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 24 organizations. Compensation range \$714–\$127,882; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$110,017); for reference, expenses \$107,247 and assets \$37,305.

<b>ROLE MATCH</b>	Simone Craig, reported title " <i>CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	1 peer 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	<b>83<sup>rd</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>83<sup>rd</sup></b>
Reportable pay only (column D), adjusted	<b>88<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>79<sup>th</sup></b>

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 (Simone Craig) 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 24 similarly situated organizations (Same NTEE sector (A99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,985 is reasonable (approximately the 83<sup>rd</sup> 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.