

# Godfrey Daniels

Executive Director / CEO

EIN 231986385  
 PA · NTEE A200  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Ramona Labarre, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **309** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43<sup>rd</sup>** percentile of comparable organizations within the typical range

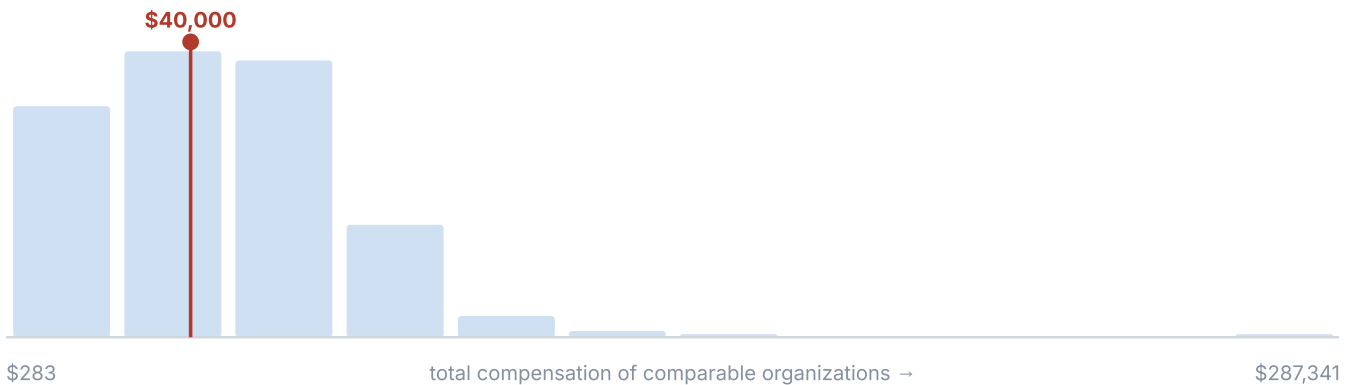
**Benchmarked executive:** Ramona Labarre — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A200).
BUDGET	Total revenue between \$183,862 and \$411,631 — 0.67x to 1.50x the subject's \$274,421 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

**309** organizations qualified on sector, size, and geography → **309** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,412	\$24,488	\$44,168	\$62,431	\$78,555	\$40,000
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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 PA 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="#">Orion Art Center</a>	MI	\$275,474	Executive Di	\$53,309	<b>\$55,177</b>	2024
<a href="#">Friends Of The Chief Foundation Inc</a>	CO	\$275,989	Executive Director	\$9,500	<b>\$10,574</b>	2021
<a href="#">Big Medium</a>	TX	\$272,568	Executive Director	\$88,723	<b>\$88,997</b>	2024
<a href="#">Boston Art Review Inc</a>	MA	\$276,312	President	\$74,906	<b>\$67,498</b>	2024
<a href="#">People And Stories Gente Y Cuentos</a>	NJ	\$276,496	Exec. Direct	\$69,731	<b>\$62,431</b>	2024
<a href="#">Next Edge Arts Inc</a>	NY	\$277,332	Artistic Dir	\$10,250	<b>\$9,562</b>	2023
<a href="#">Meetinghouse Arts</a>	ME	\$277,723	Executive Director	\$50,000	<b>\$50,206</b>	2024
<a href="#">Youth Art Team</a>	IA	\$270,875	Executive Director	\$91,450	<b>\$100,410</b>	2024
<a href="#">Flamenco Works Inc</a>	NM	\$278,587	Vice Preside	\$35,000	<b>\$37,749</b>	2024
<a href="#">J Austin White Cultural Center Inc</a>	AR	\$269,962	Executive Di	\$46,500	<b>\$52,413</b>	2024
<a href="#">Northen Culture Exchange</a>	AK	\$269,815	Secretarydired	\$41,500	<b>\$40,962</b>	2023
<a href="#">Italian Cultural Center</a>	MN	\$279,445	Director - Adult Language School	\$23,356	<b>\$23,826</b>	2023
<a href="#">Englewood Cultural Arts Center</a>	CO	\$269,096	Executive Dir.	\$24,000	<b>\$23,077</b>	2024
<a href="#">Wormfarm Institute Inc</a>	WI	\$280,067	Director	\$74,000	<b>\$77,497</b>	2024
<a href="#">Stove Works</a>	TN	\$268,772	Executive Director	\$6,000	<b>\$6,511</b>	2023
<a href="#">A Blade Of Grass Fund</a>	NY	\$268,734	Interim Executive Director	\$111,932	<b>\$104,421</b>	2023
<a href="#">Can Foundation</a>	VA	\$268,491	Treasurer	\$620	<b>\$618</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Discovery Trail Inc</a>	NY	\$280,393	Executive Director	\$70,510	<b>\$62,245</b>	2025
<a href="#">Oklahoma Community Based Providers</a>	OK	\$280,393	Executive Dir.	\$92,500	<b>\$105,154</b>	2023
<a href="#">Museum Of Contemporary Art Santa Barbara</a>	CA	\$267,953	Executive Director	\$48,038	<b>\$41,596</b>	2024
<a href="#">Ely Folk School</a>	MN	\$267,705	Program Director	\$40,165	<b>\$40,973</b>	2023
<a href="#">40 West Arts Inc</a>	CO	\$281,460	Pt Exec Director	\$38,000	<b>\$36,538</b>	2024
<a href="#">Center For Performing Arts Minneapolis</a>	MN	\$282,382	Executive Director	\$48,493	<b>\$48,049</b>	2024
<a href="#">Arts Longview</a>	TX	\$266,310	Executive Director	\$52,597	<b>\$52,759</b>	2024
<a href="#">Dulce Upfront Labs</a>	CA	\$265,904	Co-director	\$44,316	<b>\$38,373</b>	2024

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

## ■ Sample, role match & sensitivity

PEER COUNT	<b>309</b> organizations. Compensation range \$283–\$287,341; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$274,421); for reference, expenses \$312,707 and assets \$76,849.
ROLE MATCH	Ramona Labarre, reported title " <i>EXECUTIVE DIRECTOR</i> ", 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	43 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	39 <sup>th</sup>
Reportable pay only (column D), adjusted	44 <sup>th</sup>
All sources (D + E + F), adjusted	41 <sup>st</sup>

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 (Ramona Labarre) 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 309 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 43<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.