

Cheltenham Township Art Centre

Executive Director / CEO

EIN 236005434

PA · NTEE A200

FY ending 2024-05-31

June 9, 2026

This analysis benchmarks the total compensation of **Margaret Griffen, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **320** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49th** percentile of comparable organizations within the typical range

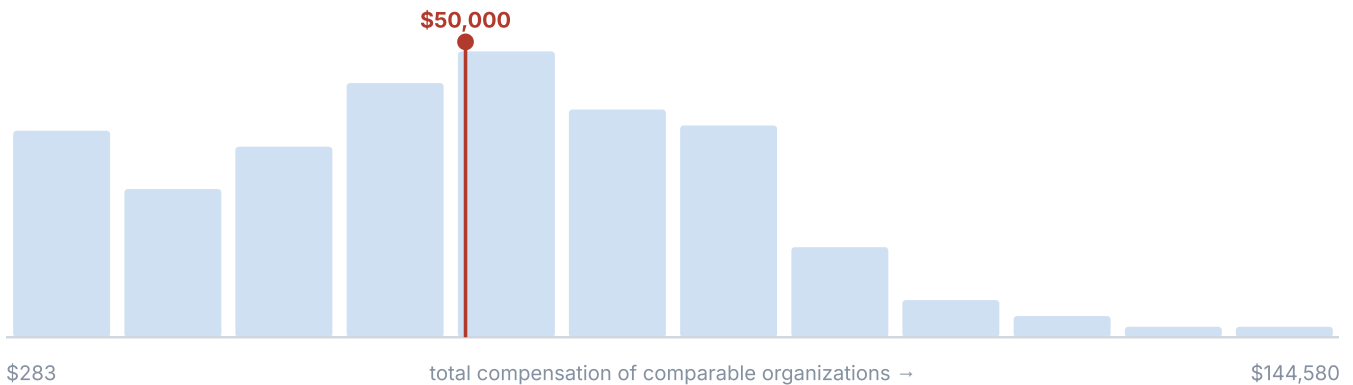
Benchmarked executive: Margaret Griffen — reported title “EX. DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A200).
BUDGET	Total revenue between \$228,726 and \$512,074 — 0.67x to 1.50x the subject's \$341,383 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

320 organizations qualified on sector, size, and geography → **320** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,685	\$29,402	\$51,580	\$69,671	\$83,529	\$50,000
----------	----------	----------	----------	----------	----------



● 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
Castroville Artichoke Festival Inc	CA	\$341,383	Executive Di	\$42,405	\$36,718	2024
Augusta Westobou Festival Inc	GA	\$342,121	Executive Director	\$65,100	\$65,639	2024
American Impressionist Society Inc	NE	\$342,717	Treasurer	\$7,796	\$8,408	2024
Plataforma Eje Inc	PR	\$342,888	Executive Director	\$28,154	\$28,154	2024
Babes Fest Inc	TX	\$343,025	Founding Executive Director	\$57,600	\$59,484	2023
The Black School Inc	LA	\$339,733	President	\$80,000	\$90,944	2023
Public Space One	IA	\$339,159	Executive Director	\$30,000	\$33,912	2023
Fu Xing College	CA	\$339,136	Ceo	\$43,000	\$36,274	2025
Pharos The International Photo Archives Association	NY	\$343,867	Executive Director	\$33,405	\$31,164	2023
Knotty Luxe Arts Foundation	IL	\$338,670	President	\$79,333	\$80,520	2023
St Johns County Center For The	FL	\$338,654	Director	\$300	\$283	2024
Kik Ka'eaikahelani Inc	HI	\$338,083	President	\$17,000	\$15,262	2024
Mitchell Street Arts Collaborative Incorporated	WI	\$337,644	Executive Director	\$33,860	\$36,508	2023
The Association For Cultural Equity Inc	NY	\$337,589	Executive Director	\$68,436	\$62,012	2024
Adopt The Arts Foundation	CA	\$337,393	Co-exe Director	\$84,000	\$72,735	2024
Origami Usa Inc	NY	\$337,288	President	\$30,000	\$27,184	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hope Creates	MO	\$345,689	Executive Director	\$60,005	\$63,731	2024
The Community Festival	OH	\$345,764	Treasurer	\$3,000	\$3,281	2023
Ludington Area Arts Council	MI	\$347,252	Executive Director	\$64,967	\$69,229	2023
Give Music Inc	MA	\$347,415	President	\$33,800	\$29,673	2025
In A Perfect World	CA	\$347,735	Founder/pres	\$96,320	\$83,403	2024
Do It For The Love	CA	\$348,176	Executive Director	\$109,774	\$95,053	2024
San Anto Cultural Arts	TX	\$333,818	Executive Dir.	\$61,799	\$61,990	2024
Juan De Fuca Festival Of The Arts Inc	WA	\$349,530	Executive Director	\$62,976	\$56,539	2024
Aguilas	CA	\$333,217	Executive Di	\$41,845	\$36,233	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.

Sample, role match & sensitivity

PEER COUNT	320 organizations. Compensation range \$283–\$144,580; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$341,383); for reference, expenses \$328,757 and assets \$508,359.
ROLE MATCH	Margaret Griffen, reported title " <i>EX. DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	49 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	49 th
All sources (D + E + F), adjusted	47 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 (Margaret Griffen) 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 320 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 49th 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.