

Dorchester Center For The Arts Inc

Executive Director / CEO

EIN 237164277

MD · NTEE A25Z

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Barbara Seese, Executive Director / CEO** (\$67,150) against **every comparable organization** that fit the selection criteria — **158** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

Benchmarked executive: Barbara Seese — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A25Z).

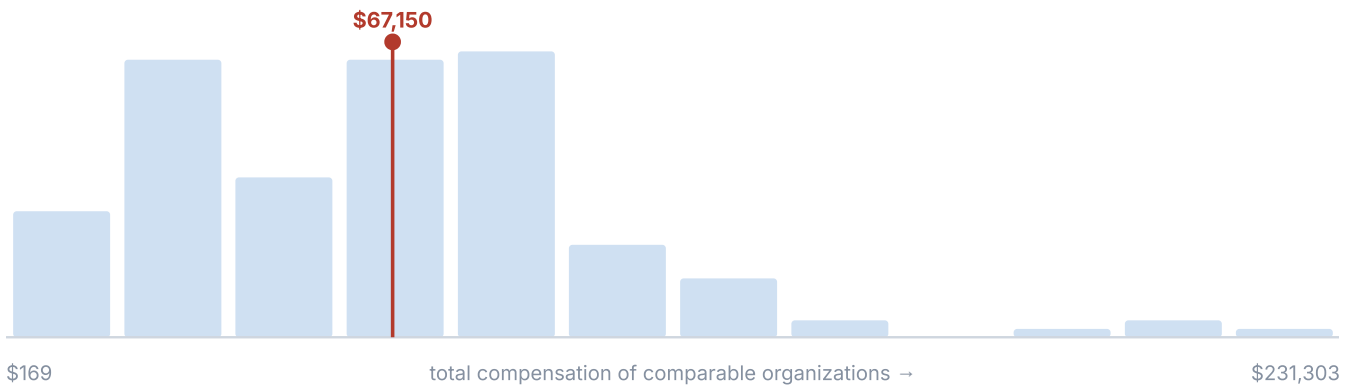
BUDGET Total revenue between \$272,252 and \$609,520 — 0.67x to 1.50x the subject's \$406,347 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A25), nationwide + budget 0.67–1.5x revenue.

158 organizations qualified on sector, size, and geography

→ **158** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,757	\$33,269	\$65,943	\$87,387	\$106,700	\$67,150
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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 MD 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
True Skool Inc	WI	\$406,107	Co-executive Director	\$82,600	\$94,711	2024
Marion Community School Of The Arts	IN	\$407,220	Executive Di	\$54,400	\$64,847	2023
Hoffman Center	OR	\$409,001	Executive Director	\$75,320	\$79,064	2023
Tropicalfete Inc	NY	\$402,617	President	\$2,000	\$2,043	2023
River Arts Of Morrisville Inc	VT	\$402,100	Executive Dir.	\$64,033	\$70,762	2024
Truartspeaks	MN	\$401,882	Executive Director	\$86,035	\$96,094	2023
Toshiko Takaezu Foundation Inc	NJ	\$401,851	Executive Director	\$6,912	\$6,776	2024
Famfrequency Productions Inc	PA	\$401,307	Ceo	\$33,083	\$36,222	2024
European American Musical Alliance Inc	NY	\$399,727	Director	\$59,693	\$60,971	2023
4youth Productions Inc	DE	\$416,716	Executive Di	\$70,000	\$73,313	2025
Aspire Creative Arts Program	CA	\$394,076	President	\$13,033	\$12,721	2023
Sanctuary Art Center	WA	\$419,228	Executive Director	\$104,167	\$105,418	2023
Praize Productions Inc Nfp	IL	\$419,296	Board Chair	\$80,638	\$87,040	2024
Local Motion Project	VA	\$419,835	Executive Director	\$88,937	\$94,282	2024
Praxis Integrated Fiber Workshop	OH	\$421,119	Executive Director	\$75,779	\$88,121	2024
Art In Session Inc	FL	\$422,084	President & Executive Director	\$27,736	\$28,608	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bridgeview School Of Fine Arts Inc	VA	\$426,623	President	\$90,000	\$95,408	2024
Developing Artist Collaboration	DE	\$385,868	Founder	\$48,312	\$51,937	2024
Mount Hope Learning Center	RI	\$427,441	Executive Director	\$60,950	\$66,063	2023
Arts For All Nevada	NV	\$384,474	Executive Director	\$67,771	\$74,584	2024
Fairfield County Children's Choir Inc	CT	\$429,406	Music Director	\$76,895	\$81,496	2023
Electronic Music Education And Preservation Project	PA	\$380,726	Executive Director	\$65,000	\$71,168	2024
Texas Alternatives Foundation	TX	\$433,381	Executive Director	\$204,564	\$231,303	2023
Arts For All Wisconsin Inc	WI	\$433,993	Executive Dir.	\$108,225	\$124,094	2024
Arts On Alexander	TX	\$376,034	Exec & Artistic Director	\$20,000	\$21,399	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD cost of living and 2025 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 MD 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 158 organizations. Compensation range \$169–\$231,303; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$406,347); for reference, expenses \$360,963 and assets \$1,557,190.

ROLE MATCH Barbara Seese, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 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	53 rd
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	51 st

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 (Barbara Seese) 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 158 similarly situated organizations (Same NTEE sector (A25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,150 is reasonable (approximately the 53rd 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.