

Allied Arts Association

Executive Director / CEO

EIN 237359795

WA · NTEE A20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Marisa Quirk, Executive Director / CEO** (\$7,560) against **every comparable organization** that fit the selection criteria — **317** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Marisa Quirk — reported title "SCHOLARSHIPS", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A20).

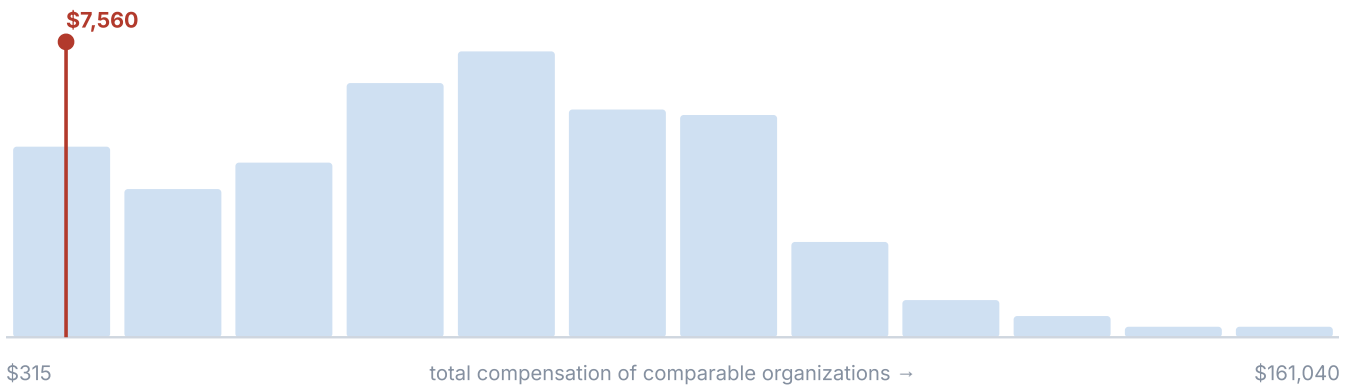
BUDGET Total revenue between \$238,945 and \$534,952 — 0.67x to 1.50x the subject's \$356,635 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

317 organizations qualified on sector, size, and geography

→ **317** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,750

\$34,539

\$58,295

\$78,442

\$94,220

\$7,560



■ 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
Herencia Mariachi Academy	CA	\$355,883	Instructor	\$80,458	\$77,600	2024
Root Cause Research Center Inc	KY	\$355,460	President	\$23,999	\$28,799	2024
Coalition For African Americans In The Performing Arts	MD	\$355,440	Executive Director	\$30,000	\$32,252	2023
Nars Foundation Inc	NY	\$355,287	Founding Director	\$43,002	\$44,683	2023
The Summer Solstice Celebration Inc	CA	\$358,935	Executive Dir.	\$60,000	\$57,869	2024
Inwood Art Works Inc	NY	\$353,982	Chairman	\$55,000	\$57,151	2023
Deaf Spotlight	WA	\$353,939	Executive Di	\$84,739	\$84,739	2024
The Brooklyn Steppers Inc	NY	\$359,620	Executive Director	\$41,500	\$40,806	2025
Space On The Farminc	NY	\$359,689	Executive Director (Left 2024)	\$70,750	\$71,408	2024
Summit Artspace	OH	\$359,966	Executive Di	\$69,197	\$84,279	2023
Bailey's Cafe Inc	NY	\$353,023	Executive Di	\$18,750	\$19,483	2023
Mid India Christian Mission	FL	\$360,298	Executive Director	\$91,008	\$98,313	2023
Wide Open Walls	CA	\$352,334	President	\$72,000	\$71,494	2023
The Spark	CO	\$362,046	Ed	\$12,190	\$13,056	2024
Luma 8	IL	\$362,280	President	\$121,752	\$133,693	2024
Roxy Bremerton	WA	\$363,396	Executive Director	\$72,459	\$72,459	2024
Camden Fireworks Incorporated	NJ	\$363,657	Executive Director	\$62,414	\$64,081	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Juan De Fuca Festival Of The Arts Inc	WA	\$349,530	Executive Director	\$62,976	\$62,976	2024
Legends Do Live	TX	\$364,008	Director	\$27,083	\$30,259	2024
Carpe Diem Arts Inc	MD	\$364,301	Executive Director (Thru 8/3/25)	\$50,000	\$50,866	2025
New City Arts Initiative	VA	\$364,446	Executive Director	\$83,276	\$87,494	2025
Do It For The Love	CA	\$348,176	Executive Director	\$109,774	\$105,874	2024
In A Perfect World	CA	\$347,735	Founder/pres	\$96,320	\$92,898	2024
Give Music Inc	MA	\$347,415	President	\$33,800	\$33,051	2025
Ludington Area Arts Council	MI	\$347,252	Executive Director	\$64,967	\$77,111	2023

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	317 organizations. Compensation range \$315–\$161,040; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$356,635); for reference, expenses \$317,045 and assets \$696,791.
ROLE MATCH	Marisa Quirk, reported title " <i>SCHOLARSHIPS</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	5 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	5 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 (Marisa Quirk) 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 317 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,560 is reasonable (approximately the 5th 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.