

# Basque Foundation Inc

Executive Director / CEO

EIN 260513270  
 ID · NTEE A60  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Patty Gabica Haas, Executive Director / CEO** (\$13,071) against **every comparable organization** that fit the selection criteria — **136** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

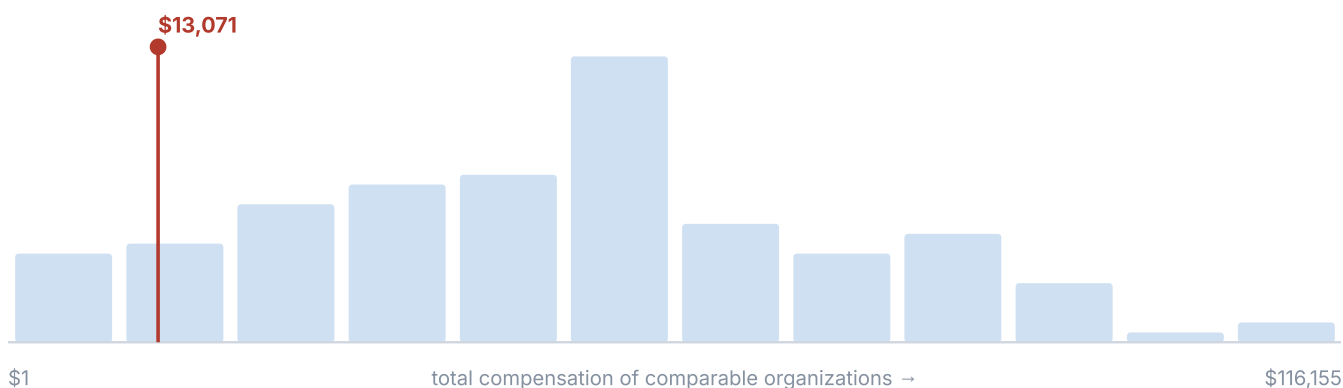
**Benchmarked executive:** Patty Gabica Haas — reported title “SECRETARY/TR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

|           |   |
|-----------|---|
| SECTOR    | Organizations sharing the subject's NTEE classification (A60).  |
| BUDGET    | Total revenue between \$300,553 and \$672,880 — 0.67x to 1.50x the subject's \$448,587 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.  |

**136** organizations qualified on sector, size, and geography → **136** within the band form the benchmarked peer set.

## Distribution of comparable compensation



|          |          |          |          |          |          |
|----------|----------|----------|----------|----------|----------|
| \$14,554 | \$29,570 | \$48,953 | \$61,332 | \$85,219 | \$13,071 |
|----------|----------|----------|----------|----------|----------|



## ■ 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 ID 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="#">Marquee Youth Stage</a>                         | IL    | \$439,452 | Executive Dir.                   | \$61,154        | <b>\$54,895</b> | 2024 |
| <a href="#">Cincinnati Children's Choir</a>                 | OH    | \$431,289 | Executive Director               | \$44,425        | <b>\$41,855</b> | 2025 |
| <a href="#">Urban Music Theatre Inc</a>                     | IN    | \$430,269 | Executive Director/vice Chairman | \$40,000        | <b>\$38,515</b> | 2024 |
| <a href="#">Portland Taiko</a>                              | OR    | \$430,188 | Board Member                     | \$1,025         | <b>\$869</b>    | 2024 |
| <a href="#">Bitterroot Performing Arts Council Inc</a>      | MT    | \$468,455 | Executive Dir.                   | \$21,376        | <b>\$20,497</b> | 2025 |
| <a href="#">Katia And Company Inc</a>                       | CA    | \$427,041 | President                        | \$1,800         | <b>\$1,461</b>  | 2023 |
| <a href="#">Conundrum Theatre Company Inc</a>               | CA    | \$424,860 | Executive Direc                  | \$88,720        | <b>\$69,950</b> | 2024 |
| <a href="#">Roshni</a>                                      | CO    | \$423,743 | Executive/artistic Director      | \$99,000        | <b>\$86,677</b> | 2024 |
| <a href="#">Hued Songs Inc</a>                              | FL    | \$475,996 | President                        | \$51,600        | <b>\$44,261</b> | 2024 |
| <a href="#">Ethel's Foundation For The Arts Inc</a>         | NY    | \$476,928 | Director                         | \$65,250        | <b>\$55,426</b> | 2023 |
| <a href="#">Cherry Orchard Festival Foundation Corp</a>     | NY    | \$418,930 | Chairman                         | \$109,334       | <b>\$92,873</b> | 2023 |
| <a href="#">Les Delices</a>                                 | OH    | \$478,951 | Executive Di                     | \$73,568        | <b>\$69,312</b> | 2025 |
| <a href="#">Theater Reaching Young People &amp; Schools</a> | MO    | \$417,834 | Executive Artistic Director      | \$45,000        | <b>\$43,519</b> | 2024 |
| <a href="#">Cypress Creek Foundation For The</a>            | TX    | \$482,142 | Executive Di                     | \$67,500        | <b>\$61,651</b> | 2024 |

| ORGANIZATION   | STATE | REVENUE   | MATCHED TITLE       | COMP<br>(REPORTED) | COMP<br>(ADJUSTED) | FY   |
|--|-------|-----------|---------------------|--------------------|--------------------|------|
| <a href="#">Mondo Bizarro Productions</a>                    | LA    | \$414,694 | Executive Director  | \$7,000            | <b>\$7,246</b>     | 2023 |
| <a href="#">New Mexico Jazz Workshop Inc</a>                 | NM    | \$482,828 | Director            | \$62,345           | <b>\$61,226</b>    | 2024 |
| <a href="#">Music Export Memphis</a>                         | TN    | \$412,991 | Executive Director. | \$90,857           | <b>\$87,201</b>    | 2024 |
| <a href="#">Luminary Arts Corporation</a>                    | CA    | \$410,560 | President           | \$60,331           | <b>\$47,567</b>    | 2024 |
| <a href="#">Child Hope International</a>                     | CA    | \$410,405 | Executive Director  | \$94,738           | <b>\$74,695</b>    | 2024 |
| <a href="#">Pittsburgh International Folk Arts Institute</a> | PA    | \$487,691 | Executive Director  | \$38,000           | <b>\$35,623</b>    | 2023 |
| <a href="#">Marion Art Center Inc</a>                        | MA    | \$487,843 | Executive Dir.      | \$77,171           | <b>\$63,319</b>    | 2024 |
| <a href="#">Linton Incorporated</a>                          | OH    | \$407,275 | Executive Director  | \$65,291           | <b>\$65,007</b>    | 2023 |
| <a href="#">Notable Music And Arts Organization</a>          | CA    | \$490,000 | Officer, Director   | \$30,000           | <b>\$23,653</b>    | 2024 |
| <a href="#">Gilmer Arts &amp; Heritage Association</a>       | GA    | \$406,349 | Excutive Director   | \$48,000           | <b>\$44,068</b>    | 2024 |
| <a href="#">Riverside Arts Center Foundation Inc</a>         | MI    | \$405,796 | Executive Dir.      | \$88,580           | <b>\$83,482</b>    | 2024 |

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID cost of living and 2023 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 ID 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 **136** organizations. Compensation range \$1–\$116,155; filing years 2023–2025.

|                 |  |
|-----------------|--|
| SIZE BASIS      | Matched on total revenue (\$448,587); for reference, expenses \$444,807 and assets \$1,128,655.  |
| ROLE MATCH      | Patty Gabica Haas, reported title " <i>SECRETARY/TR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b> |
| RELATED-ORG PAY | 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.  |
| OUTLIERS        | 2 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 | 10 <sup>th</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 8 <sup>th</sup>    |
| Reportable pay only (column D), adjusted  | 10 <sup>th</sup>   |
| All sources (D + E + F), adjusted   | 8 <sup>th</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 (Patty Gabica Haas) 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 136 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,071 is reasonable (approximately the 10<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.