

I-park Foundation Inc

Executive Director / CEO

EIN 264463061

CT · NTEE A25

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Joanne Paradis, Executive Director / CEO** (\$87,808) against **every comparable organization** that fit the selection criteria — **151** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

Benchmarked executive: Joanne Paradis — reported title “Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

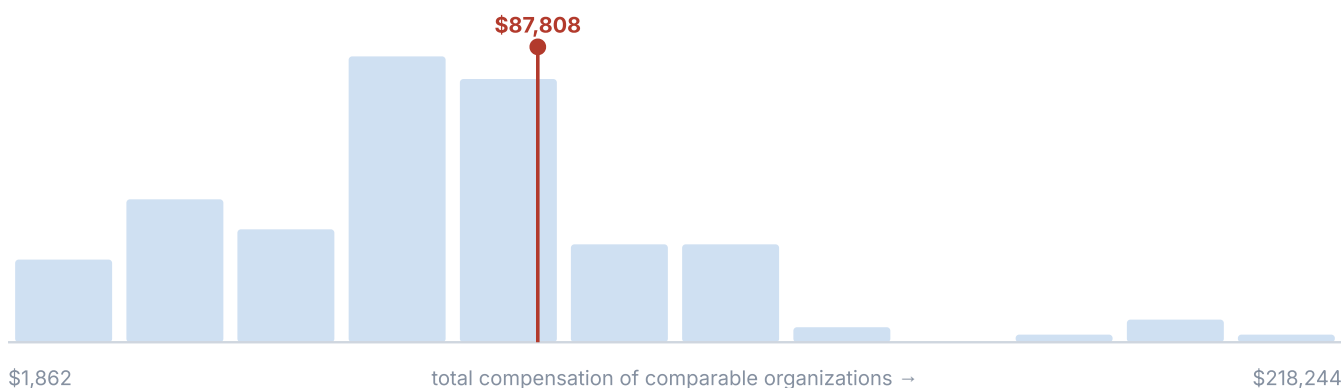
SECTOR Organizations sharing the subject's NTEE classification (A25).

BUDGET Total revenue between \$333,572 and \$746,803 — 0.67x to 1.50x the subject's \$497,869 (the band tightens as size grows).

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

151 organizations qualified on sector, size, and geography → **151** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$22,552	\$48,285	\$70,374	\$89,556	\$117,089	\$87,808
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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 CT 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
Fellowship School Of Creative Arts	TN	\$495,865	President	\$52,654	\$55,858	2025
North Pole Studio	OR	\$500,055	Executive Director	\$53,176	\$49,838	2025
Write On Door County Inc	WI	\$494,616	Executive Di	\$67,191	\$72,694	2024
Garage Cultural	MI	\$503,479	Executive Director	\$24,000	\$25,662	2024
Artists Working In Education Inc	WI	\$491,931	Executive Dir.	\$85,213	\$92,192	2024
The Art Guild Of Port Washington Inc	NY	\$490,098	Executive Director	\$65,885	\$61,675	2024
Hijos Del Sol Arts Productions	CA	\$506,580	Executive Director	\$95,271	\$85,224	2024
Arthouse Studio Inc	CA	\$489,139	Executive Dir.	\$113,300	\$101,351	2024
The Shine Arts Foundation	TX	\$487,667	President	\$38,252	\$39,640	2024
Tian Yue Academy Of The Arts	MA	\$486,571	Director	\$48,000	\$46,004	2023
Trilogy Cultural Arts Centre Inc	KS	\$486,373	Board Member	\$35,586	\$39,827	2024
Luna Composition Lab Inc	NY	\$485,571	Executive Director	\$81,332	\$76,136	2024
Fashioneer Org	CA	\$510,314	Director	\$30,000	\$26,836	2024
Pittsburgh Center For Creative Reuse	PA	\$513,125	Executive Dir.	\$81,968	\$87,180	2023
Wyoming Fine Arts Center	OH	\$482,274	Executive Dir.	\$75,246	\$82,561	2024
Bloom Arts Foundation Inc	CA	\$481,207	Ececutive Director	\$104,137	\$93,154	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Creative Kids Playhouse Childrens	CA	\$476,911	President	\$37,015	\$34,089	2023
Intersect Arts Center	MO	\$519,112	Executive Director	\$115,262	\$123,208	2025
Renaissance Music Academy Of Va	VA	\$475,464	President	\$28,456	\$29,304	2023
Cardboard Cares	MN	\$474,863	President	\$81,667	\$83,597	2024
Greenville Center For Creative Arts	SC	\$525,979	Ceo	\$165,280	\$178,624	2024
Faribault Art Center Inc	MN	\$467,473	Executive Di	\$61,040	\$62,482	2024
Opry Heritage Foundation Of Oklahoma	OK	\$467,347	Executive Director	\$51,150	\$60,071	2023
Fabarts Inc	GA	\$464,606	President	\$64,336	\$67,014	2024
Teentix	WA	\$463,808	Exec. Dir.	\$75,968	\$70,459	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 151 organizations. Compensation range \$1,862–\$218,244; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$497,869); for reference, expenses \$520,245 and assets \$830,239.

ROLE MATCH Joanne Paradis, reported title "*Treasurer*", 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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	74 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	73 rd

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 (Joanne Paradis) 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 10, 2026, comparing compensation against 151 similarly situated organizations (Same NTEE sector (A25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$87,808 is reasonable (approximately the 74th 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 10, 2026.