

Third Coast International Audio Festival

Executive Director / CEO

EIN 264611880

IL · NTEE A30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Maya Goldberg-safir, Executive Director / CEO** (\$76,224) against **every comparable organization** that fit the selection criteria — **1003** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Maya Goldberg-safir — reported title "Frmr Co-Direct.", 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 (A30).

BUDGET Total revenue between \$95,041 and \$212,779 — 0.67x to 1.50x the subject's \$141,853 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

1,003 organizations qualified on sector, size, and geography → **1,003** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,212	\$15,423	\$32,653	\$52,981	\$69,193	\$76,224
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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 IL 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
Film Festival Alliance	DC	\$141,976	Executive Di	\$54,000	\$49,624	2023
Opera Cultura	CA	\$141,727	President	\$52,000	\$45,673	2024
Michigan Fiber Festival Inc	MI	\$142,147	Festival Coordinator	\$17,779	\$18,666	2024
The Chicago Club Preservation Foundation	IL	\$141,514	Management Representative	\$29,859	\$29,859	2024
Scottsboro-jackson Heritage Center	AL	\$141,493	Director	\$20,196	\$22,193	2024
Heritage Museum Of Montgomery County	TX	\$142,402	Executive Director	\$20,946	\$21,312	2024
Great River Taoist Center Inc	VA	\$142,450	Director	\$36,000	\$35,357	2024
The Ballard House Project Inc	AL	\$142,515	Executive Director	\$18,000	\$20,365	2023
Sanford-springvale Historical Society	ME	\$142,583	Executive Director	\$29,175	\$28,950	2025
Susan Kathleen Black Foundation Inc	TX	\$142,600	Exec Director	\$29,333	\$30,727	2023
Thin Air Community Radio	WA	\$142,997	President	\$68,177	\$62,088	2024
Soul's Harbor Inc	ME	\$140,687	President	\$63,700	\$64,881	2024
Design Sacramento	CA	\$140,644	Executive Director	\$24,900	\$21,870	2024
Krewe Of Seaman Inc	LA	\$143,094	President	\$73,500	\$82,323	2024
Alleghany Highlands	VA	\$143,122	Executive Di	\$36,790	\$36,132	2024
Palmdale Community Foundation	CA	\$143,143	President	\$59,178	\$53,513	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Betti Ono Foundation	CA	\$143,415	Ceo/presiden	\$193,948	\$175,382	2023
Brown County Historical Society	WI	\$143,537	Executive Director	\$61,500	\$65,331	2024
Ct Vivian Foundation Inc	GA	\$143,562	Executive Di	\$42,000	\$41,848	2025
Name Publications Inc	FL	\$143,624	President	\$6,000	\$5,733	2024
The William E Swigart Jr Automobile Museum	PA	\$140,026	Treasurer	\$9,855	\$9,997	2024
Chicago Film Society	IL	\$143,760	Executive Director	\$12,999	\$12,999	2024
Dorland Mountain Arts Colony	CA	\$139,902	Executive Dir.	\$18,517	\$16,264	2024
City Of Bridges Foundation	PA	\$143,919	Director	\$61,235	\$62,114	2024
Sun Valley Opera Company	ID	\$139,781	Executive Di	\$60,667	\$65,645	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 1003 organizations. Compensation range \$263–\$291,466; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$141,853); for reference, expenses \$230,129 and assets \$23,694. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Maya Goldberg-safir, reported title "*Frmr Co-Direct.*", 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	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	94 th
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	90 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 (Maya Goldberg-safir) 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 1003 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,224 is reasonable (approximately the 94th 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.