

Colorado Celebration Of African American Arts And Culture

Executive Director / CEO

EIN 271028811

CO · NTEE A20

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Jaleesa Mcintosh, Executive Director / CEO** (\$5,000) against **every comparable organization** that fit the selection criteria — **324** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **4th** percentile of comparable organizations

below the typical range for comparable organizations

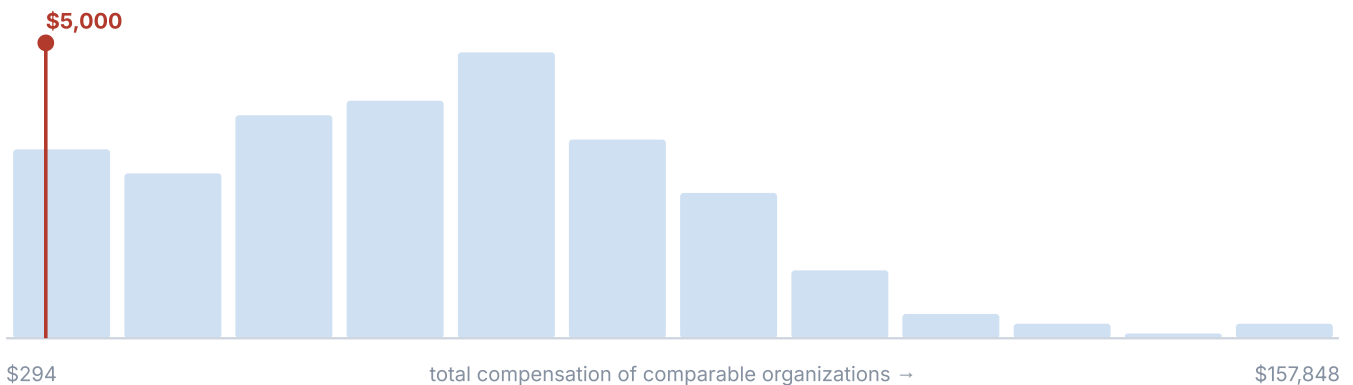
Benchmarked executive: Jaleesa Mcintosh — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A20).
BUDGET	Total revenue between \$209,196 and \$468,349 — 0.67x to 1.50x the subject's \$312,233 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

324 organizations qualified on sector, size, and geography → **324** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,473 10TH	\$29,343 25TH	\$50,411 MEDIAN	\$70,391 75TH	\$86,485 90TH	\$5,000 THIS ORG · 4TH
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\$5,000



● 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 CO 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
Huma House Inc	CA	\$312,288	President	\$92,400	\$81,064	2025
Adefua Cultural Education Workshop	WA	\$313,078	Executive Director	\$36,503	\$35,089	2023
Milton Artists Guild Inc	VT	\$310,674	Executive Dir.	\$60,000	\$62,981	2024
Dorill Initiative Inc	NY	\$314,146	Executive Director	\$9,149	\$8,876	2023
Arts Alive 45 Inc	IL	\$309,678	President	\$24,500	\$25,119	2024
Johnson County Ctr For The Arts	TN	\$314,896	Executive Director	\$3,692	\$4,047	2024
Mill City Farmers Market Charitable Fund	MN	\$314,946	Executive Director	\$7,953	\$8,195	2024
First Night Monterey	CA	\$309,305	Executive Di	\$40,919	\$36,849	2024
Grass Roots Cultural And Performing	MA	\$315,357	Executive Di	\$58,000	\$55,960	2023
The Saco River Theatre	ME	\$315,634	President/executive Dir.	\$38,000	\$40,854	2023
Masa Center	MI	\$315,795	President	\$33,334	\$34,957	2025
Art Sandy Springs Inc	GA	\$316,160	Treasurer	\$24,013	\$24,531	2025
Campanile Center For The Arts Inc	WI	\$307,761	Executive Director	\$62,647	\$68,232	2024
Skyes The Limit Foundation Inc	AZ	\$307,598	President	\$73,025	\$73,242	2024
Arts Mission Oak Cliff	TX	\$317,052	Exec. Dir./p	\$36,000	\$37,556	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ma's House & Bipoc Art Studio Inc	NY	\$317,270	President	\$26,125	\$24,620	2024
Wham Art Association	AZ	\$306,863	Executive Dir.	\$49,940	\$51,568	2023
Tapestry Folkdance Center	MN	\$317,726	Executive Director	\$52,000	\$53,585	2024
Darke County Center For The Arts	OH	\$318,073	Executive Di	\$31,669	\$34,981	2024
Creative Nomads Ltd	MD	\$306,365	Executive Director	\$79,600	\$79,902	2023
Kindred Arts Inc	NY	\$305,052	Executive Director	\$11,750	\$11,400	2023
Day Eight	DC	\$304,981	President	\$83,000	\$75,958	2024
Nashville Arcade Arts Program Inc	TN	\$304,478	Executive Director	\$80,325	\$88,054	2024
Tonatiuh-danzantes Del Quinto Sol	CA	\$320,656	Artistic Director	\$20,874	\$19,353	2023
El Ballet Folklorico Estudiantil	MI	\$303,518	Director	\$7,200	\$7,750	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 324 organizations. Compensation range \$294–\$157,848; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$312,233); for reference, expenses \$298,757 and assets \$273,141.

ROLE MATCH	Jaleesa Mcintosh, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this 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	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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	5 th
All sources (D + E + F), adjusted	3 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 (Jaleesa Mcintosh) 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 324 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,000 is reasonable (approximately the 4th 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.