

New City Arts Initiative

Executive Director / CEO

EIN 271865371

VA · NTEE A20

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Maureen Brondyke, Executive Director / CEO** (\$83,276) against **every comparable organization** that fit the selection criteria — **319** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

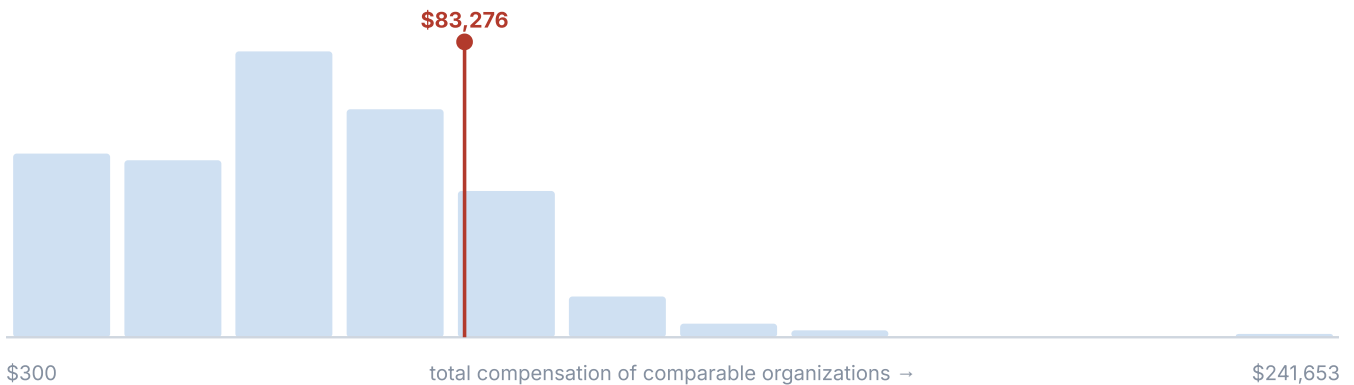
SECTOR Organizations sharing the subject's NTEE classification (A20).

BUDGET Total revenue between \$244,178 and \$546,669 — 0.67x to 1.50x the subject's \$364,446 (the band tightens as size grows).

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

319 organizations qualified on sector, size, and geography → **319** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,074	\$32,740	\$55,126	\$75,091	\$91,188	\$83,276
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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 VA 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
Carpe Diem Arts Inc	MD	\$364,301	Executive Director (Thru 8/3/25)	\$50,000	\$48,413	2025
Legends Do Live	TX	\$364,008	Director	\$27,083	\$28,801	2024
Camden Fireworks Incorporated	NJ	\$363,657	Executive Director	\$62,414	\$60,991	2023
Roxy Bremerton	WA	\$363,396	Executive Director	\$72,459	\$68,966	2024
Luma 8	IL	\$362,280	President	\$121,752	\$127,248	2024
The Spark	CO	\$362,046	Ed	\$12,190	\$12,427	2024
Sage Studio & Gallery	TX	\$367,809	President	\$65,292	\$71,484	2023
We Players	CA	\$368,436	Artistic Director	\$55,000	\$50,489	2024
Mid India Christian Mission	FL	\$360,298	Executive Director	\$91,008	\$93,573	2023
Diaspora Arts Connection Inc	CA	\$368,688	Executive Dir.	\$6,310	\$5,792	2024
Summit Artspace	OH	\$359,966	Executive Di	\$69,197	\$80,216	2023
Stecoah Valley Arts Crafts &	NC	\$369,110	Executive Di	\$47,020	\$50,318	2025
Space On The Farminc	NY	\$359,689	Executive Director (Left 2024)	\$70,750	\$67,965	2024
Beta-local Inc	PR	\$369,234	Co-director	\$30,000	\$31,703	2023
The Brooklyn Steppers Inc	NY	\$359,620	Executive Director	\$41,500	\$38,839	2025
Handmade Arcade	PA	\$369,502	Executive Director	\$64,500	\$68,380	2024
Danzantes Unidos De California	CA	\$369,632	Executive Director	\$50,000	\$44,716	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Summer Solstice Celebration Inc	CA	\$358,935	Executive Dir.	\$60,000	\$55,079	2024
Arts Council Of Lake Oswego	OR	\$371,294	Executive Director	\$97,734	\$96,487	2024
Allied Arts Association	WA	\$356,635	Scholarships	\$7,560	\$7,196	2024
Herencia Mariachi Academy	CA	\$355,883	Instructor	\$80,458	\$73,859	2024
Millburn Institute Of Talent	NJ	\$373,033	Principal	\$7,510	\$6,945	2025
Hawthorne Arts Collaborative	ME	\$373,179	Executive Dir.	\$60,000	\$63,871	2024
Root Cause Research Center Inc	KY	\$355,460	President	\$23,999	\$27,410	2024
Coalition For African Americans In The Performing Arts	MD	\$355,440	Executive Director	\$30,000	\$30,697	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2025 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 VA 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	319 organizations. Compensation range \$300–\$241,653; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$364,446); for reference, expenses \$336,631 and assets \$253,076.
ROLE MATCH	Maureen Brondyke, reported title <i>"EXECUTIVE DIRECTOR"</i> , 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	83 rd
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	82 nd

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 (Maureen Brondyke) 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 319 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,276 is reasonable (approximately the 83rd 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.