

The Luminary Inc

Executive Director / CEO

EIN 272137348
 MO · NTEE A40
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Kalaija Mallery, Executive Director / CEO** (\$79,685) against **every comparable organization** that fit the selection criteria — **86** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81st** percentile of comparable organizations

within the typical range

Benchmarked executive: Kalaija Mallery — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A40).

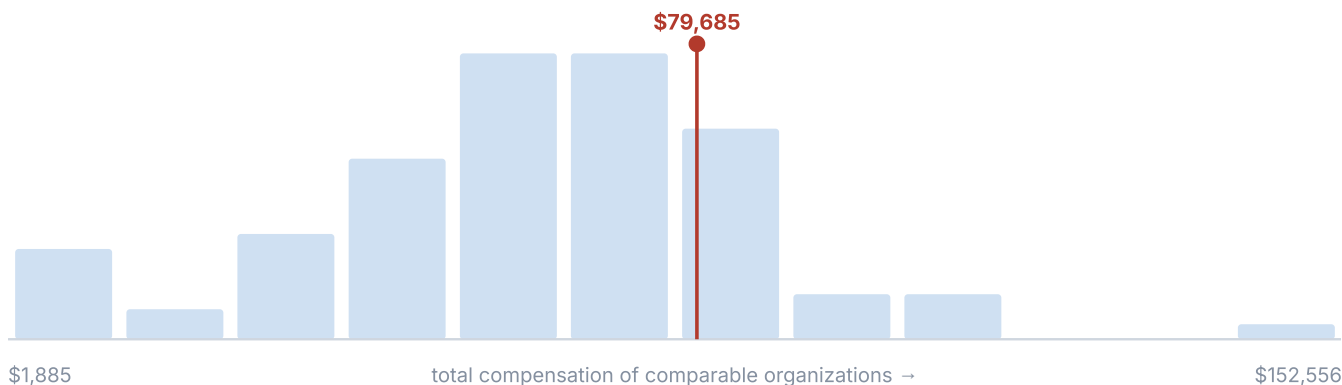
BUDGET Total revenue between \$316,334 and \$708,211 — 0.67x to 1.50x the subject's \$472,141 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A40), nationwide + budget 0.67–1.5x revenue.

86 organizations qualified on sector, size, and geography

→ **86** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$31,182

\$45,294

\$62,638

\$76,059

\$88,861

\$79,685



● 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 MO 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
Lanesboro Arts Center	MN	\$471,626	Executive Di	\$60,500	\$56,442	2024
Trickster Art Gallery	IL	\$470,137	Executive Director	\$70,000	\$66,894	2023
Art & Creativity For Healing	CA	\$475,839	Exec Dir/member	\$68,400	\$57,412	2023
Iowa Arts In Education	IA	\$464,535	Executive Director	\$57,001	\$58,927	2024
Wisconsin Museum Of Quilts & Fiber Arts Inc	WI	\$462,757	Executive Director	\$79,064	\$77,960	2024
Dirt Palace Public Projects	RI	\$485,962	Co-executive Director	\$49,658	\$44,957	2024
Participant Inc	NY	\$488,032	Founder/director	\$35,385	\$30,189	2024
Dallas Architecture Forum	TX	\$448,181	Executive Director	\$95,000	\$89,722	2024
Center For Contemporary Printmaking	CT	\$497,747	Executive Di	\$72,000	\$63,738	2024
Summerfair Cincinnati Inc	OH	\$498,021	Executive Director	\$74,044	\$76,231	2023
Northeast Minneapolis Arts Assoc	MN	\$445,132	Executive Director	\$75,354	\$72,376	2023
Los Angeles Art Association	CA	\$442,183	Executive Dir.	\$92,800	\$77,892	2023
Waco Creative Art Center	TX	\$502,765	Executive Director	\$41,023	\$38,744	2024
Rubys Clay Studio & Gallery	CA	\$504,281	Operations Dir	\$78,000	\$63,591	2024
Open Studio Project Inc	IL	\$438,996	Executive Di	\$69,250	\$62,622	2025
Daylight Community Arts	NY	\$510,406	President	\$84,300	\$71,921	2024
Piedmont Craftsmen Inc	NC	\$433,757	President An	\$47,125	\$45,973	2024
Galveston Arts Center	TX	\$433,471	Executive Director	\$54,250	\$51,236	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
More Art Inc	NY	\$424,215	Executive Dir.	\$40,000	\$34,126	2024
Design History Foundation Inc	CA	\$523,634	Executive Director	\$187,122	\$152,556	2024
Chicago Public Art Group	IL	\$527,138	Executive Director	\$70,000	\$66,894	2023
The Center For Emerging Visual Artists Ltd	PA	\$412,739	Executive Director	\$91,948	\$89,130	2023
Floyd Community Center For The Arts	VA	\$412,595	Executive Director	\$58,117	\$52,981	2024
The Bronx River Art Center Inc	NY	\$532,119	Executive Director	\$90,116	\$79,154	2023
Center For Exploratory & Perceptual Arts	NY	\$409,364	Former Executive Director	\$46,158	\$40,543	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	86 organizations. Compensation range \$1,885–\$152,556; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$472,141); for reference, expenses \$462,882 and assets \$1,019,121.
ROLE MATCH	Kalaija Mallery, reported title <i>"Executive Dir."</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	81 st
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	79 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 (Kalaija Mallery) 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 86 similarly situated organizations (Same NTEE sector (A40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,685 is reasonable (approximately the 81st 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.