

Arts In Motion Studio West Michigan

Executive Director / CEO

EIN 300727293

MI · NTEE A20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Glover, Executive Director / CEO** (\$52,000) against **every comparable organization** that fit the selection criteria — **295** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

Benchmarked executive: Lisa Glover — 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 \$169,263 and \$378,948 — 0.67x to 1.50x the subject's \$252,632 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

295 organizations qualified on sector, size, and geography → **295** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,173	\$23,104	\$40,375	\$59,520	\$75,134	\$52,000
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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 MI 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
Fire Island Artist Residency Incorporated	NY	\$252,169	Executive Director	\$48,500	\$42,460	2024
Elk River Arts & Lectures	MT	\$252,132	Executive Di	\$45,150	\$47,152	2024
Brasarte The Damasceno Brazilian Cultural Exchange	CA	\$253,770	Executive Director	\$11,500	\$9,373	2025
Oconee Cultural Arts Foundation Inc	GA	\$254,029	Executive Di	\$11,735	\$11,432	2024
Instituto Mazatlan Bellas Artes	CA	\$251,111	Secretary	\$35,664	\$30,717	2023
Waldos And Company	PA	\$251,012	Executive Dir.	\$24,000	\$23,188	2024
Polk Arts Alliance Inc	FL	\$250,687	Executive Director	\$50,000	\$45,507	2024
Ecoarts Of Lake County	CA	\$254,901	Executive Di	\$43,775	\$37,703	2023
New Mexico Advocates For The Arts	NM	\$255,053	Director	\$10,460	\$11,222	2023
Avon Hills Folk School	MN	\$250,182	Executive Director	\$79,296	\$75,911	2024
Contemporary Art Group	CA	\$255,236	Executive Director	\$62,500	\$53,831	2023
Palmo Center For Peace & Education	OR	\$255,475	Presdient	\$57,946	\$53,675	2023
Sephardic Heritage International	DC	\$255,964	Executive Director	\$20,833	\$17,712	2024
Blue Sage Center For The Arts	CO	\$256,184	Executive Di	\$43,577	\$40,483	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Northern California Music & Art Culture Center	CA	\$256,509	Executive Director	\$48,000	\$40,156	2024
Arts For All Inc	NY	\$248,714	Executive Director	\$26,250	\$23,659	2023
Firestone Park Cultural And Custodi	OH	\$256,796	President	\$3,000	\$3,078	2024
New Orleans Academy Of Ophthalmology	LA	\$257,218	Executive Director	\$53,978	\$59,285	2023
Northwest Connecticut Arts Council Inc	CT	\$257,836	Executive Dir.	\$55,000	\$51,438	2023
Lynn Music Foundation Inc	MA	\$257,919	President	\$10,785	\$9,667	2023
Tres Doux Foundation	LA	\$247,275	Executive Director	\$63,000	\$67,210	2024
The Sunshine Center Inc	NY	\$246,329	Ceo/secretar	\$42,750	\$37,426	2024
Cultural Arts Coalition Inc	FL	\$245,708	Executive Director	\$45,192	\$41,131	2024
Cite Des Arts	LA	\$245,479	Executive Director	\$40,000	\$42,673	2024
Arts Center At Duck Creek Inc	NY	\$260,193	President	\$94,880	\$83,064	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 295 organizations. Compensation range \$273–\$277,615; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$252,632); for reference, expenses \$228,464 and assets \$77,848.
ROLE MATCH	Lisa Glover, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	65 th
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	63 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 (Lisa Glover) 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 295 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,000 is reasonable (approximately the 65th 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.