

Gordon Education Initiatives For

Executive Director / CEO

This analysis benchmarks the total compensation of **Daniel Gordon, Executive Director / CEO** (\$30,170) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

Benchmarked executive: Daniel Gordon — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A99).

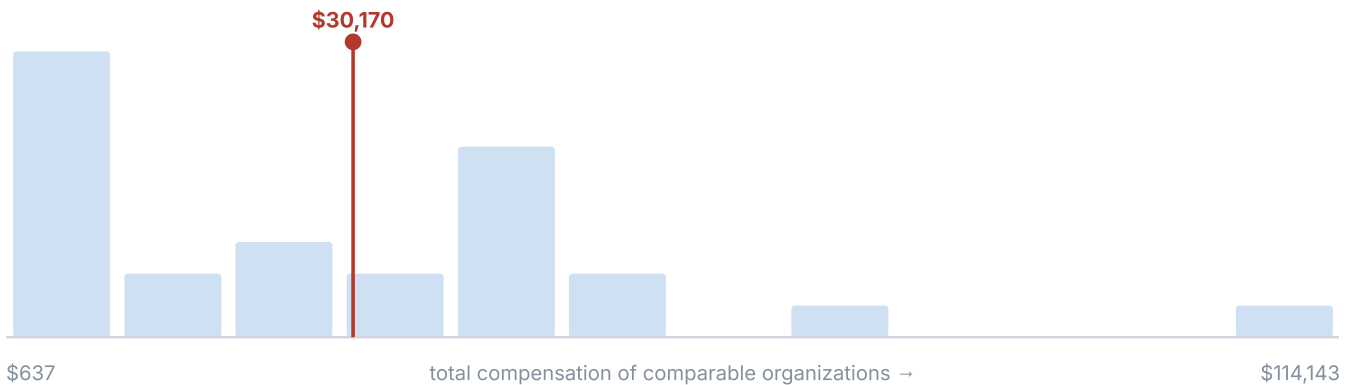
BUDGET Total revenue between \$82,517 and \$184,741 — 0.67x to 1.50x the subject's \$123,161 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A99), nationwide + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography

→ **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,687	\$5,974	\$24,434	\$45,378	\$50,646	\$30,170
---------	---------	----------	----------	----------	----------



● 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 TX 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
Alianta Inc	DC	\$121,565	Chair	\$2,725	\$2,461	2023
Jamaica Plain Arts And Civic Center	MA	\$127,606	Executive Director	\$709	\$637	2024
Center For Austin Independent Journalism	TX	\$115,103	Board Member	\$46,667	\$46,667	2024
Suzuki Collaborative Of Cps	OH	\$131,697	Executive Dir.	\$41,141	\$42,439	2025
Decentered Arts	CA	\$114,614	Treasurer	\$78,692	\$67,930	2024
Susquehanna Museum Of Havre De	MD	\$111,710	Executive Di	\$48,866	\$45,671	2024
Art In The Atrium Inc	NJ	\$110,017	Ceo	\$54,985	\$49,078	2024
Dorland Mountain Arts Colony	CA	\$139,902	Executive Dir.	\$18,517	\$15,984	2024
Textile Society Of America Inc	MD	\$101,200	Director At Large Communications	\$4,043	\$3,890	2023
The Cappies Inc	VA	\$99,934	Technology Officer/cfo	\$20,000	\$19,875	2023
Indigenous Peoples' Day Philly	PA	\$96,719	Cofounder, I	\$9,990	\$10,253	2023
Cleveland Art Association	OH	\$150,890	Director/secretary	\$3,705	\$3,923	2024
Praising Earth Inc	NM	\$152,879	President	\$25,200	\$27,096	2024
Intersectional Arts Inc	CA	\$153,831	President	\$3,375	\$2,913	2024
Elios Charitable Foundation	CA	\$155,069	Executive Dir.	\$58,750	\$52,213	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Australian International Screen	FL	\$89,964	Executive Director	\$121,541	\$114,143	2024
Peaceweavers Inc	NY	\$89,254	President	\$24,100	\$21,771	2024
The Warehouse Inc	WI	\$158,144	Executive Di	\$32,400	\$34,826	2023
Sephardi Voices Usa Inc	FL	\$86,014	President/tr	\$7,250	\$6,809	2024
Spirit Of Harmony Foundation Inc	IL	\$85,413	Executive Di	\$30,000	\$29,484	2024
Black Artistsdesigners Guildinc	NY	\$161,061	Exeucitive Director	\$52,000	\$46,974	2024
Foundation For Critical Thinking	CA	\$163,391	President & Ceo	\$1,299	\$1,121	2024
Arts Center At Killingworth Inc	CT	\$163,927	Board Member / Trustee	\$7,852	\$7,360	2024
Arthaus Inc	IA	\$165,898	Director	\$38,499	\$41,055	2025
Columbus Cultural Heritage Foundation	MS	\$175,512	Ceo	\$5,115	\$5,695	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 **26** organizations. Compensation range \$637–\$114,143; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$123,161); for reference, expenses \$118,370 and assets \$44,072.

ROLE MATCH	Daniel Gordon, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	58 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	54 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 (Daniel Gordon) 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 26 similarly situated organizations (Same NTEE sector (A99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,170 is reasonable (approximately the 58th 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.