

Photo Art & Science Foundation

Executive Director / CEO

EIN 366142675
 MO · NTEE A400
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Patricia Wente, Executive Director / CEO** (\$52,500) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

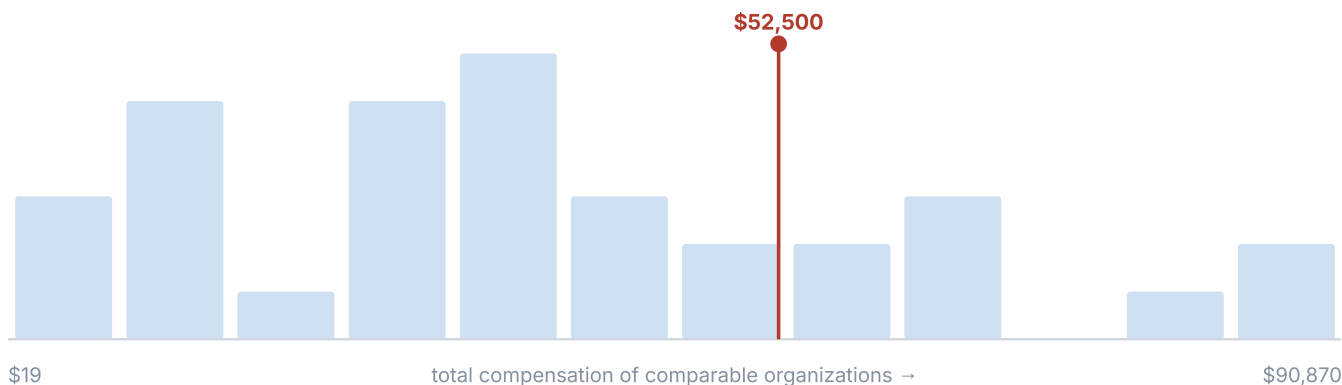
Benchmarked executive: Patricia Wente — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A400).
BUDGET	Total revenue between \$106,224 and \$237,816 — 0.67x to 1.50x the subject's \$158,544 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A40), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,259	\$16,829	\$31,813	\$52,805	\$66,253	\$52,500
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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 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
The Society Of Arts And Crafts	MA	\$163,371	Executive Di	\$95,762	\$76,882	2025
Waterworks Art Museum	MT	\$152,803	Executive Di	\$31,091	\$31,643	2023
Carmel Gallery Alliance	CA	\$165,024	Chief Executive Officer	\$15,932	\$12,616	2024
The Heidelberg Project	MI	\$151,440	Executive Di	\$96,000	\$90,870	2024
Public Trust	PA	\$169,980	Executive Director And Ex Officio	\$25,000	\$22,863	2024
Hutchinson Art Association Inc	KS	\$173,110	Executive Director	\$31,431	\$30,337	2025
Dane Arts Mural Arts Inc	WI	\$143,946	Executive Director	\$61,526	\$60,667	2023
Name Publications Inc	FL	\$143,624	President	\$6,000	\$5,169	2024
Alleghany Highlands	VA	\$143,122	Executive Di	\$36,790	\$32,577	2024
Studio Gallery Association Inc	DC	\$174,671	Executive Director	\$33,666	\$27,093	2024
Michigan Fiber Festival Inc	MI	\$142,147	Festival Coordinator	\$17,779	\$16,829	2024
Seattle Architectural Foundation	WA	\$176,098	Executive Director	\$78,875	\$64,760	2024
Village Art Club Inc	AR	\$182,528	Director, Gallery Facilita	\$2,106	\$2,171	2024
Espanola Valley Fiber Arts Center	NM	\$186,150	Retail Manag	\$44,386	\$43,781	2024
Riverside Arts Center	IL	\$186,596	Frmr Exec Dir	\$31,706	\$29,430	2023
Indy Convergence Inc	IN	\$187,607	Managing Director	\$12,445	\$12,391	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wartists Inc	VA	\$189,850	President	\$29,000	\$25,678	2024
Copper Country Community Arts Council	MI	\$122,447	Executive Director	\$43,986	\$42,865	2023
Blair Center For The Arts Foundation	KS	\$121,044	Director	\$28,995	\$29,575	2023
Yeiser Art Center Inc	KY	\$198,758	Exec Director	\$42,921	\$43,538	2023
Through The Flower Corporation	NM	\$116,522	Executive Di	\$35,000	\$34,522	2024
Japanese Embroidery Center Inc	GA	\$201,901	Bd Of Directors	\$59,629	\$54,983	2024
Project Snap	MI	\$205,925	Ceo	\$95,784	\$90,666	2024
Nature's Best Photography Fund Inc	VA	\$213,600	Director / President	\$10,984	\$9,726	2024
Ten Thousand Villages	NE	\$215,115	Executive Di	\$52,000	\$52,805	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 2023 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 33 organizations. Compensation range \$19–\$90,870; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$158,544); for reference, expenses \$220,791 and assets \$4,869,204.

ROLE MATCH Patricia Wente, reported title *"EXECUTIVE DIRECTOR"*, 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	73 rd
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	70 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 (Patricia Wente) 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 33 similarly situated organizations (Same NTEE sector (A40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,500 is reasonable (approximately the 73rd 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.