

Michigan Fiber Festival Inc

Executive Director / CEO

EIN 383288835

MI · NTEE A400

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Suzetta Parker-admas, Executive Director / CEO** (\$17,779) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Suzetta Parker-admas — reported title “Festival Coordinator”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

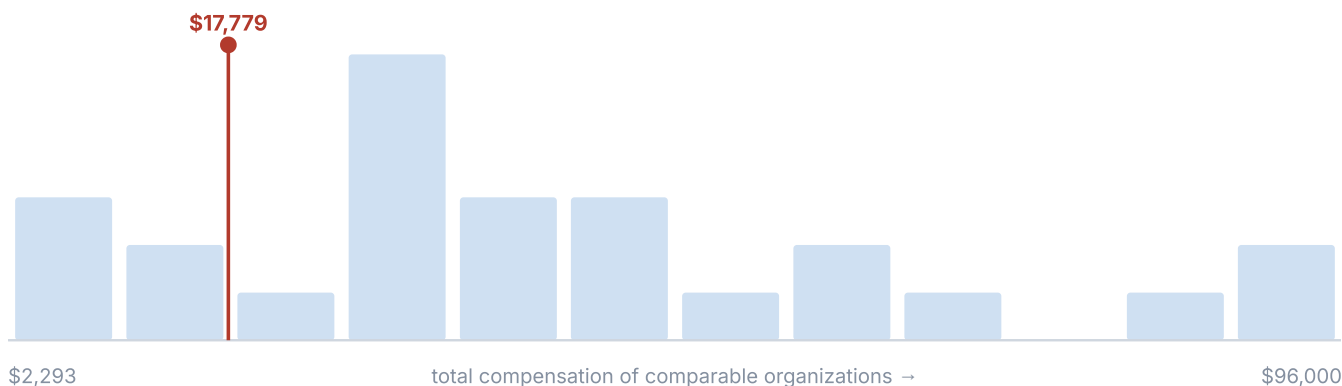
SECTOR Organizations sharing the subject's NTEE classification (A400).

BUDGET Total revenue between \$95,238 and \$213,220 — 0.67x to 1.50x the subject's \$142,147 (the band tightens as size grows).

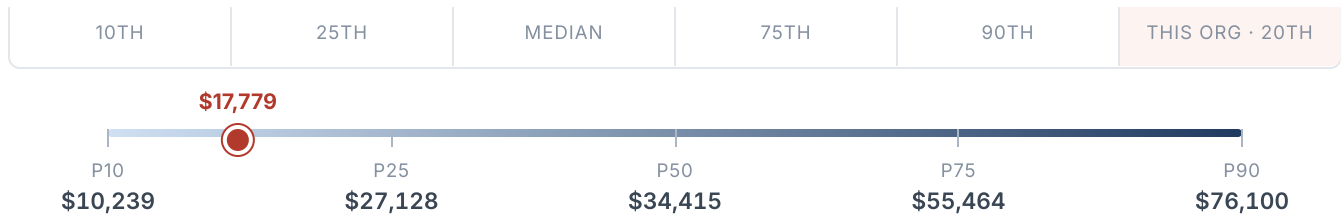
GEOGRAPHY Same NTEE sector (A40), nationwide + budget 0.67–1.5x revenue.

25 organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,239	\$27,128	\$34,415	\$55,464	\$76,100	\$17,779
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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
Alleghany Highlands	VA	\$143,122	Executive Di	\$36,790	\$34,415	2024
Name Publications Inc	FL	\$143,624	President	\$6,000	\$5,461	2024
Dane Arts Mural Arts Inc	WI	\$143,946	Executive Director	\$61,526	\$64,091	2023
The Heidelberg Project	MI	\$151,440	Executive Di	\$96,000	\$96,000	2024
Waterworks Art Museum	MT	\$152,803	Executive Di	\$31,091	\$33,428	2023
Photo Art & Science Foundation	MO	\$158,544	Executive Director	\$52,500	\$55,464	2023
Copper Country Community Arts Council	MI	\$122,447	Executive Director	\$43,986	\$45,285	2023
Blair Center For The Arts Foundation	KS	\$121,044	Director	\$28,995	\$31,244	2023
The Society Of Arts And Crafts	MA	\$163,371	Executive Di	\$95,762	\$81,223	2025
Carmel Gallery Alliance	CA	\$165,024	Chief Executive Officer	\$15,932	\$13,329	2024
Through The Flower Corporation	NM	\$116,522	Executive Di	\$35,000	\$36,471	2024
Public Trust	PA	\$169,980	Executive Director And Ex Officio	\$25,000	\$24,154	2024
Hutchinson Art Association Inc	KS	\$173,110	Executive Director	\$31,431	\$32,050	2025
Studio Gallery Association Inc	DC	\$174,671	Executive Director	\$33,666	\$28,622	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Seattle Architectural Foundation	WA	\$176,098	Executive Director	\$78,875	\$68,416	2024
Art At A Time Like This Inc	NY	\$105,980	President	\$9,250	\$8,337	2023
Village Art Club Inc	AR	\$182,528	Director, Gallery Facilita	\$2,106	\$2,293	2024
Espanola Valley Fiber Arts Center	NM	\$186,150	Retail Manag	\$44,386	\$46,252	2024
Riverside Arts Center	IL	\$186,596	Frmr Exec Dir	\$31,706	\$31,092	2023
Indy Convergence Inc	IN	\$187,607	Managing Director	\$12,445	\$13,091	2023
Fenton Art Glass Collectors Of America Inc	WV	\$95,316	Office Manager	\$32,463	\$35,060	2023
Wartists Inc	VA	\$189,850	President	\$29,000	\$27,128	2024
Yeiser Art Center Inc	KY	\$198,758	Exec Director	\$42,921	\$45,996	2023
Japanese Embroidery Center Inc	GA	\$201,901	Bd Of Directors	\$59,629	\$58,087	2024
Project Snap	MI	\$205,925	Ceo	\$95,784	\$95,784	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 25 organizations. Compensation range \$2,293–\$96,000; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$142,147); for reference, expenses \$140,232 and assets \$164,724.

ROLE MATCH Suzetta Parker-admas, reported title *"Festival Coordinator"*, benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	20 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	20 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 (Suzetta Parker-admas) 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 25 similarly situated organizations (Same NTEE sector (A40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,779 is reasonable (approximately the 20th 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.