

Day Eight

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Robert Bettmann, Executive Director / CEO** (\$83,000) against **every comparable organization** that fit the selection criteria — **325** 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

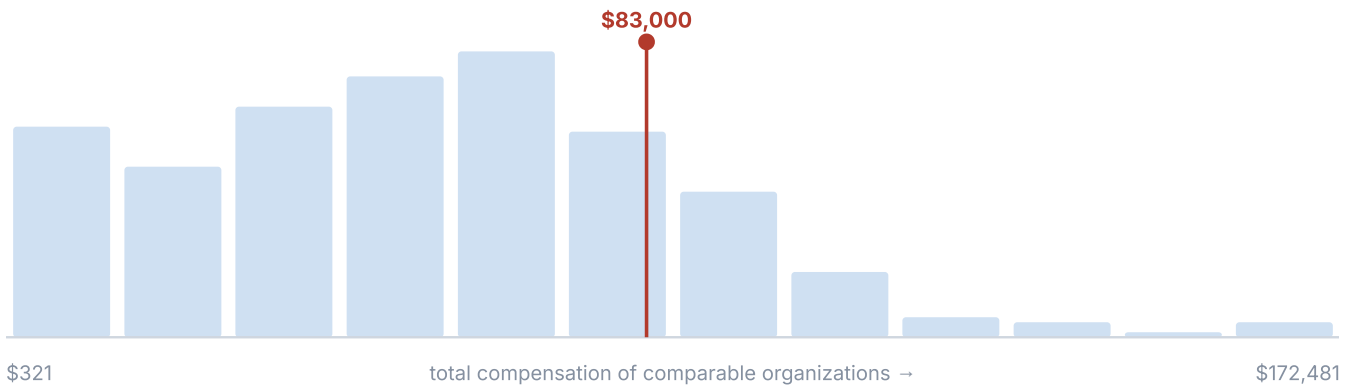
Benchmarked executive: Robert Bettmann — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A20).
BUDGET	Total revenue between \$204,337 and \$457,471 — 0.67x to 1.50x the subject's \$304,981 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

325 organizations qualified on sector, size, and geography → **325** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,629	\$30,872	\$53,938	\$74,592	\$93,128	\$83,000
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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 DC 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
Kindred Arts Inc	NY	\$305,052	Executive Director	\$11,750	\$12,457	2023
Nashville Arcade Arts Program Inc	TN	\$304,478	Executive Director	\$80,325	\$96,216	2024
Creative Nomads Ltd	MD	\$306,365	Executive Director	\$79,600	\$87,309	2023
El Ballet Folklórico Estudiantil	MI	\$303,518	Director	\$7,200	\$8,469	2024
International Focus Inc	NC	\$303,451	Executive Director	\$69,207	\$83,896	2023
Wham Art Association	AZ	\$306,863	Executive Dir.	\$49,940	\$56,348	2023
Smoke & Barrel Inc	LA	\$302,839	Director	\$12,000	\$15,058	2024
Skyes The Limit Foundation Inc	AZ	\$307,598	President	\$73,025	\$80,031	2024
Campanile Center For The Arts Inc	WI	\$307,761	Executive Director	\$62,647	\$74,557	2024
Continuo Arts Foundation Inc	NJ	\$302,133	Executive Director	\$62,000	\$63,082	2024
Buffalo Institute For Contemporary Art	NY	\$301,221	Part Time Executive Director	\$12,000	\$12,721	2023
Bloomington Creative Glass Center Inc	IN	\$300,843	President	\$23,404	\$28,956	2023
First Night Monterey	CA	\$309,305	Executive Di	\$40,919	\$40,265	2024
Arts Alive 45 Inc	IL	\$309,678	President	\$24,500	\$27,448	2024
Milton Artists Guild Inc	VT	\$310,674	Executive Dir.	\$60,000	\$68,820	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Bridge Pai	VA	\$299,056	Chief Execut	\$58,731	\$64,622	2024
Saline County Ag Society Inc	NE	\$297,926	President	\$3,125	\$3,830	2024
Springfield Contemporary Theatre Inc	MO	\$297,882	President	\$6,000	\$7,055	2025
Colorado Celebration Of African American Arts And Culture	CO	\$312,233	Executive Director	\$5,000	\$5,464	2024
Huma House Inc	CA	\$312,288	President	\$92,400	\$88,579	2025
Adefua Cultural Education Workshop	WA	\$313,078	Executive Director	\$36,503	\$38,342	2023
Venture Lititz Inc	PA	\$296,445	Executive Director	\$65,531	\$74,470	2024
Sones De Mexico Ensemble	IL	\$296,215	Executive Dir.	\$40,000	\$46,136	2023
Funoon	NY	\$295,886	Executive Director	\$75,556	\$80,101	2023
Dorill Initiative Inc	NY	\$314,146	Executive Director	\$9,149	\$9,699	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 **325** organizations. Compensation range \$321–\$172,481; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$304,981); for reference, expenses \$317,423 and assets \$37,699.

ROLE MATCH	Robert Bettmann, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	81 st
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	80 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 (Robert Bettmann) 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 325 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,000 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.