

The Donna Lexa Community Art Centers

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Andrea Thomas, Executive Director / CEO** (\$59,889) against **every comparable organization** that fit the selection criteria — **1230** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

Benchmarked executive: Andrea Thomas — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

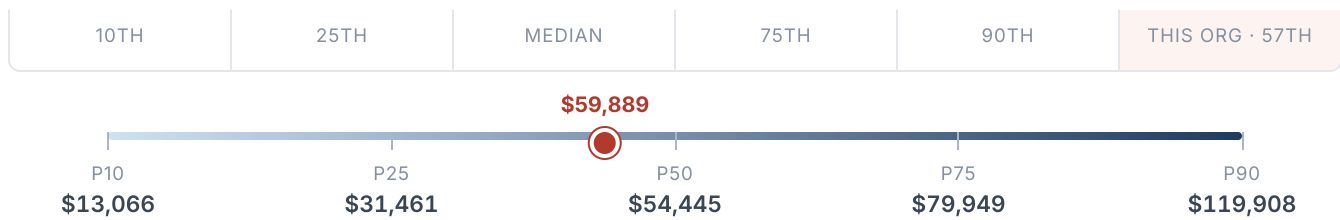
SECTOR	Organizations sharing the subject's NTEE classification (E52Z).
BUDGET	Total revenue between \$238,779 and \$534,582 — 0.67x to 1.50x the subject's \$356,388 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

1,230 organizations qualified on sector, size, and geography → **1,230** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,066	\$31,461	\$54,445	\$79,949	\$119,908	\$59,889
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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 WI 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
Boise Acupuncture Cooperative Inc	ID	\$356,444	Vice President	\$59,885	\$59,249	2024
Scheurer Hospital Foundation	MI	\$356,268	Md/ceo Sh	\$19,625	\$18,354	2025
National Nurse Practitioner Residency	CT	\$356,680	Executive Director	\$188,381	\$169,125	2023
Cathedral Pioneer Church Homes No Two	CA	\$356,827	President/ceo	\$68,128	\$54,713	2024
Houston Business Coalition On	TX	\$355,901	Executive Di	\$80,832	\$77,422	2023
Christiana Care West Grove Inc	DE	\$355,825	Director, President & Ceo	\$214,949	\$201,528	2023
Crisis Pregnancy Center	CA	\$355,822	Executive Director	\$64,930	\$53,685	2023
Schleicher County Volunteer Ems	TX	\$357,262	Comptroller	\$64,723	\$60,214	2024
The Arc Of Whatcom County	WA	\$357,296	Executive Director	\$63,711	\$54,618	2023
Susan Dew Hoff Memorial Clinic Inc	WV	\$355,326	Board Member	\$30,000	\$30,210	2024
Carepoint Clinic	WA	\$357,518	Executive Director	\$33,082	\$28,360	2023
Community Advocates Of Northern Indiana	IN	\$357,822	Secretary/executive Direct	\$80,521	\$78,974	2024
Melodic Caring Project	WA	\$357,898	President/ceo	\$80,000	\$68,582	2023
Care Women's Center	NH	\$358,133	Center Direc	\$61,796	\$53,069	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Windhorse Equine Learning	MT	\$358,139	Executive Director	\$55,000	\$55,140	2024
Willamette Valley Insurance Corporation	HI	\$358,192	President/director	\$104,173	\$89,305	2023
South Cove Nursing Facilities	MA	\$354,568	President & Ceo	\$11,974	\$10,303	2023
Aspire Together Inc	VT	\$354,538	Executive Di	\$69,120	\$64,704	2024
Doula Program To Accompany And Comfort	NY	\$358,318	Executive Dir.	\$120,000	\$100,850	2024
The Annie Appleseed Project	FL	\$354,438	President	\$53,000	\$45,113	2025
Samaritans Touch Care Center Inc	FL	\$358,475	Executive Director	\$35,817	\$31,293	2024
Human Technologies Properties	NY	\$358,691	President/chief Executive	\$14,388	\$12,092	2024
Southeastern Missouri Area Health	MO	\$358,784	Executive Director	\$62,168	\$61,239	2024
Community Care Clinic Of	NC	\$353,948	Executive Di	\$60,500	\$58,140	2024
Research Institute For Home Care	DC	\$353,847	Executive Director	\$144,282	\$117,756	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 **1230** organizations. Compensation range \$80–\$3,044,829; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$356,388); for reference, expenses \$310,237 and assets \$158,600.
ROLE MATCH	Andrea Thomas, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	275 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	55 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	57 th
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	41 st

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 (Andrea Thomas) 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 1230 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,889 is reasonable (approximately the 57th 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.