

Create Wisconsin Inc

Executive Director / CEO

EIN 391763871

WI · NTEE A99Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Anne Katz, Executive Director / CEO** (\$61,667) against **every comparable organization** that fit the selection criteria — **90** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

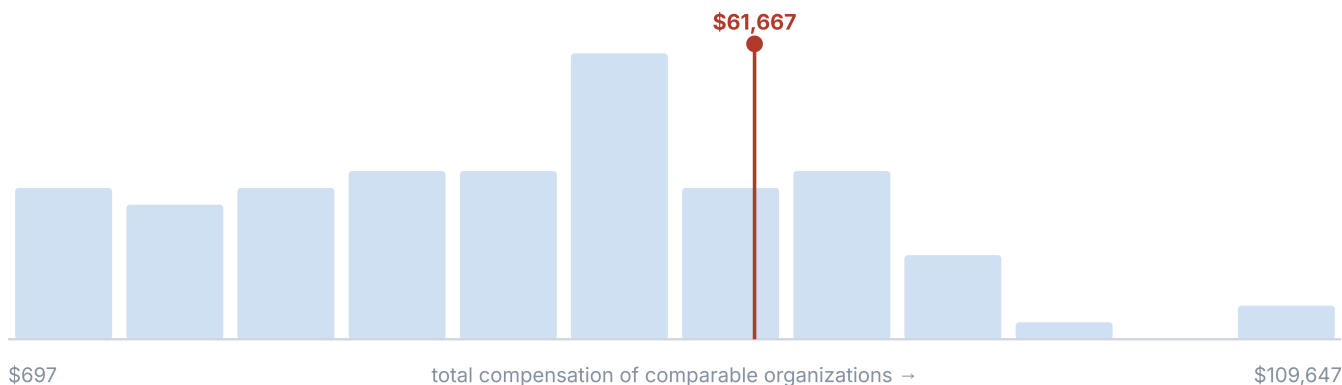
Benchmarked executive: Anne Katz — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A99Z).
BUDGET	Total revenue between \$181,468 and \$406,272 — 0.67x to 1.50x the subject's \$270,848 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A99), nationwide + budget 0.67–1.5x revenue.

90 organizations qualified on sector, size, and geography → **90** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,283	\$23,151	\$44,162	\$61,169	\$70,014	\$61,667
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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
Korea Creative Content Agency Inc	NY	\$271,047	President	\$11,950	\$10,340	2024
Teen Start Program	OH	\$270,544	Greathouse	\$10,367	\$10,824	2023
On Our Own Of Roanoke Valley Inc	VA	\$269,820	Exec Director	\$56,423	\$52,165	2024
Southern Shakespeare Company	FL	\$269,432	Executive Director	\$41,082	\$36,954	2024
Center Stage Inc	MS	\$269,178	Artistic Director	\$33,034	\$34,321	2025
Love Bldg Incorporated	MI	\$268,289	Executive Director 18 Million Rising	\$11,004	\$11,197	2023
Wi Fairs Inc	WI	\$274,828	Executive Di	\$33,000	\$33,000	2024
Academy Of Criminal Sciences	MD	\$275,171	Exec. Dir.	\$77,000	\$68,930	2024
Studio 395 Foundation	CA	\$265,130	Ceo	\$39,520	\$32,676	2024
Arts In Health Ocala Metro Inc	FL	\$278,656	Executive Di	\$75,140	\$69,586	2023
Art Camp 504	LA	\$262,363	Executive Director	\$51,150	\$53,931	2024
Hear Now Music Festival	CA	\$280,055	President And Artistic Direct	\$40,500	\$34,475	2023
Minnesota Council Of Teachers Of Mathematics	MN	\$281,564	Executive Director	\$11,220	\$10,929	2023
Sacred Lands Conservancy	WA	\$258,606	President	\$16,800	\$14,402	2024
Bailey Foundation	MO	\$255,540	Executive Director	\$44,880	\$46,860	2023
Recreation Foundation Inc	OR	\$286,403	President	\$30,000	\$27,464	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ssj,Inc	OR	\$254,528	Executive Dir.	\$66,600	\$60,970	2023
Save The Hampton House Incorporated	IL	\$287,280	President And Chairman	\$48,846	\$47,340	2023
Mariachi Womens Foundation	CA	\$253,146	Executive Dir.	\$50,000	\$42,562	2023
Leu Civic Center Inc	IL	\$288,552	Executive Di	\$34,774	\$32,735	2024
Denver Architecture Foundation	CO	\$253,046	Executive Dir.	\$66,975	\$63,309	2023
Portsmouth Museums Foundation	VA	\$290,118	Interim Executive Director	\$53,840	\$49,777	2024
Territory Nfp	IL	\$249,132	Executive Director	\$66,221	\$62,337	2024
City Of Miami Black Police Precinct	FL	\$292,864	Executive Di	\$83,077	\$74,729	2024
Arts In Ct	CT	\$246,837	Executive Di	\$74,366	\$68,737	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 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	90 organizations. Compensation range \$697–\$109,647; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$270,848); for reference, expenses \$238,328 and assets \$27,531.
ROLE MATCH	Anne Katz, reported title <i>"Executive Dir."</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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	76 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	71 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 (Anne Katz) 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 90 similarly situated organizations (Same NTEE sector (A99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,667 is reasonable (approximately the 76th 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.