

Arts Center At Killingworth Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Elaine Sych, Executive Director / CEO** (\$7,852) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

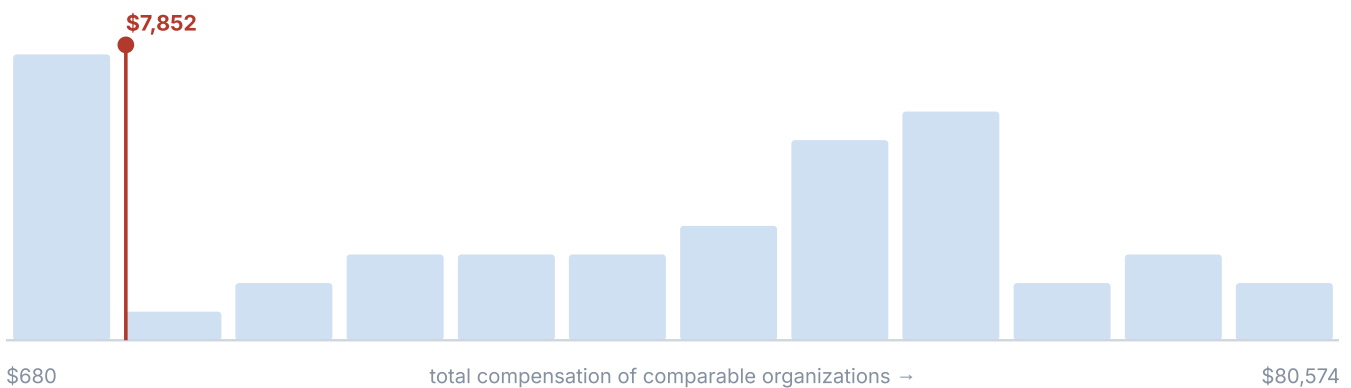
Benchmarked executive: Elaine Sych — reported title "Board Member / Trustee", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A99).
BUDGET	Total revenue between \$109,831 and \$245,890 — 0.67x to 1.50x the subject's \$163,927 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A99), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,207

\$16,491

\$44,539

\$55,406

\$64,882

\$7,852



■ 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 CT 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
Foundation For Critical Thinking	CA	\$163,391	President & Ceo	\$1,299	\$1,196	2024
Arthaus Inc	IA	\$165,898	Director	\$38,499	\$43,800	2025
Black Artistsdesigners Guildinc	NY	\$161,061	Exeucitive Director	\$52,000	\$50,115	2024
The Warehouse Inc	WI	\$158,144	Executive Di	\$32,400	\$37,155	2023
Elios Charitable Foundation	CA	\$155,069	Executive Dir.	\$58,750	\$55,704	2023
Intersectional Arts Inc	CA	\$153,831	President	\$3,375	\$3,108	2024
Praising Earth Inc	NM	\$152,879	President	\$25,200	\$28,908	2024
Columbus Cultural Heritage Foundation	MS	\$175,512	Ceo	\$5,115	\$6,076	2024
Cleveland Art Association	OH	\$150,890	Director/secretary	\$3,705	\$4,185	2024
South Haven Art Association	MI	\$179,004	Executive Di	\$43,125	\$47,474	2024
Dorland Mountain Arts Colony	CA	\$139,902	Executive Dir.	\$18,517	\$17,053	2024
Remember The Triangle Fire Coalition	NY	\$192,817	Treasurer/project Financia	\$58,000	\$55,898	2024
Bridge Street Theatre Inc	NY	\$194,702	Artistic And Managing Director	\$10,000	\$9,922	2023
Suzuki Collaborative Of Cps	OH	\$131,697	Executive Dir.	\$41,141	\$45,277	2025
Dimensions Variable (Dv)	FL	\$198,940	Co-founder & Chair	\$21,754	\$21,796	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Glendale Arts	CA	\$199,034	Ceo	\$89,804	\$80,574	2025
American Topical Association	SC	\$199,682	Executive Di	\$54,123	\$60,221	2024
Jamaica Plain Arts And Civic Center	MA	\$127,606	Executive Director	\$709	\$680	2024
Sensory Theatre Endless Possibilities Inc	VA	\$201,474	Executive Director/slp	\$32,293	\$34,237	2023
The House Of Afros Capes & Curls Inc	NE	\$202,047	Executive Dir.	\$60,000	\$70,860	2023
Intersectioninc	NY	\$203,596	President	\$60,167	\$57,986	2024
Mauliola Keehi	HI	\$203,654	Executive Director	\$62,083	\$61,033	2023
Gordon Education Initiatives For	TX	\$123,161	Executive Di	\$30,170	\$32,188	2024
Smith-lemli-opitz Foundation	ND	\$205,034	President	\$20,800	\$25,064	2023
Alianta Inc	DC	\$121,565	Chair	\$2,725	\$2,625	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 **48** organizations. Compensation range \$680–\$80,574; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$163,927); for reference, expenses \$158,065 and assets \$20,660.

ROLE MATCH Elaine Sych, reported title *"Board Member / Trustee"*, 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.**

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	21 st
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	19 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 (Elaine Sych) 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 48 similarly situated organizations (Same NTEE sector (A99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,852 is reasonable (approximately the 21st 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.