

Art Saint Louis

Executive Director / CEO

EIN 431154397

MO · NTEE A40

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Francesca Passanise, Executive Director / CEO** (\$20,184) against **every comparable organization** that fit the selection criteria — **62** 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

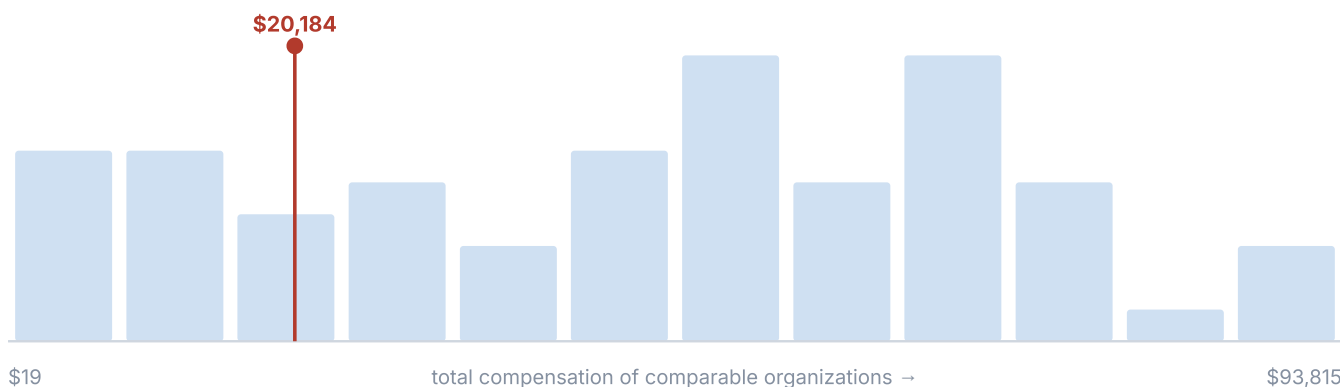
Benchmarked executive: Francesca Passanise — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A40).
BUDGET	Total revenue between \$181,074 and \$405,390 — 0.67x to 1.50x the subject's \$270,260 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A40), nationwide + budget 0.67–1.5x revenue.

62 organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,764	\$21,822	\$48,512	\$64,854	\$72,967	\$20,184
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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 MO 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
Cambridge Art Association	MA	\$270,126	Executive Director	\$85,169	\$70,187	2024
The Artist Book Foundation	MA	\$269,033	Executive Director	\$30,585	\$25,205	2024
Manhattan Graphics Center Inc	NY	\$271,886	Board Member	\$5,850	\$4,991	2023
The Digs Chicago	IL	\$263,945	Director	\$47,530	\$42,852	2024
Sacramento Master Singers	CA	\$250,238	Artistic Director	\$24,750	\$20,178	2023
Alchemy Art Center	WA	\$292,178	Co-director	\$32,270	\$27,278	2023
Associated Artists Of Pittsburgh	PA	\$246,204	Executive Director	\$72,877	\$68,616	2023
Clayart Guild Of The Hamptons Inc	NY	\$245,843	Trustee	\$3,200	\$2,652	2024
The Light Factory	NC	\$294,949	Executive Di	\$46,442	\$44,007	2024
The Alliance For American Quilts Inc	NC	\$243,639	Executive Director	\$75,868	\$71,890	2024
Kansas City Artists Coalition	MO	\$243,347	Executive Director	\$48,752	\$48,752	2023
Cuyahoga Valley Art Center	OH	\$299,875	Executive Di	\$77,895	\$75,660	2024
Stay Arts	CA	\$300,980	Executive Director	\$35,229	\$28,721	2023
Lexington Art League Inc	KY	\$239,202	Executive Director	\$56,100	\$53,849	2025
Open Studios Inc	CO	\$238,827	Executive Director	\$55,000	\$49,793	2023
Mooresville Artist Guild	NC	\$302,180	Executive Dir.	\$21,839	\$20,694	2024
Vienna Arts Society Inc	VA	\$235,835	Art Center D	\$15,000	\$13,674	2023
Maine Crafts Association	ME	\$233,069	Executive Director	\$20	\$19	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Octagon Center For The Arts	IA	\$310,524	Executive Director	\$47,000	\$45,978	2025
The Sculpture Center	OH	\$226,726	Executive Di	\$66,626	\$66,626	2023
Center For Contemporary Arts	TX	\$315,227	Executive Director	\$71,066	\$65,192	2024
Martha's Vineyard Art Association	MA	\$225,167	Gallery Dire	\$15,335	\$13,011	2023
Gallery Route One	CA	\$224,306	Executive Dir.	\$40,174	\$31,813	2024
Filter Photo Nfp	IL	\$224,054	Executive Director	\$35,338	\$31,860	2024
Lansing Art Gallery & Education Center	MI	\$320,045	Acting Executive Director	\$56,140	\$54,710	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	62 organizations. Compensation range \$19–\$93,815; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$270,260); for reference, expenses \$304,903 and assets \$106,117.
ROLE MATCH	Francesca Passanise, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	21 st
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	18 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 (Francesca Passanise) 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 62 similarly situated organizations (Same NTEE sector (A40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,184 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.