

Arts Action Alliance Foundation

Executive Director / CEO

EIN 450519586
 OR · NTEE A12
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Dianne Alves, Executive Director / CEO** (\$84,999) against **every comparable organization** that fit the selection criteria — **21** 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

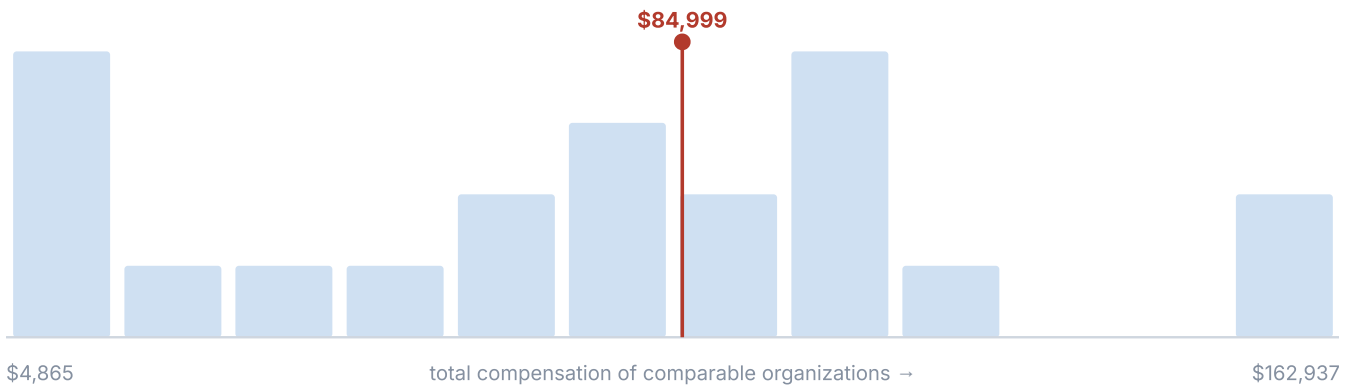
Benchmarked executive: Dianne Alves — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A12).
BUDGET	Total revenue between \$332,045 and \$743,385 — 0.67x to 1.50x the subject's \$495,590 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A12), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,552	\$39,999	\$78,614	\$104,895	\$116,388	\$84,999
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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 OR 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
Artsconnect Inc	KS	\$508,918	Executive Director	\$69,923	\$85,962	2023
Prague Shakespeare Company America	TX	\$508,989	Director	\$70,350	\$80,080	2023
Sonoma Plein Air Foundation	CA	\$513,873	Director	\$13,792	\$13,552	2023
The Wright Museum Of World War li	NH	\$534,490	Executive Director	\$114,038	\$116,388	2024
Scientific & Cultural Collaborative	CO	\$455,052	Director	\$92,918	\$98,480	2024
Diablo Regional Arts Association	CA	\$454,175	Exec Director	\$155,406	\$152,708	2023
Vital Wines	WA	\$445,354	Executive Director	\$73,800	\$75,189	2023
Jackson Symphony Orchestra	MI	\$558,934	Director	\$12,779	\$15,010	2023
New Jersey Arts And Culture Renewal Fund	NJ	\$427,704	Executive Director	\$22,295	\$22,002	2024
Texas Public Radio Foundation	TX	\$408,979	Interim Pres	\$8,155	\$9,017	2024
Boulder County Arts Alliance Inc	CO	\$583,882	Executive Dir.	\$63,438	\$69,222	2023
Berkeley Film Foundation	CA	\$592,884	Programdirector	\$93,658	\$89,391	2024
The Clay Studio Holdings Inc	PA	\$398,000	Executive Di	\$4,530	\$4,865	2025
The Music Academy Foundation Inc	NY	\$598,871	Presidentexecutive Director	\$104,000	\$106,943	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
1888 Buckle Club Inc	AZ	\$379,755	Executive Dir.	\$50,000	\$53,151	2024
Chesterfield Cultural Arts Foundation	VA	\$614,712	Executive Director	\$95,548	\$104,984	2023
Icicle Fund	WA	\$368,744	Executive Director Thru 10/31/24	\$164,650	\$162,937	2024
California School Of The Arts -	CA	\$641,464	President	\$66,121	\$64,973	2023
West End Arts District	CA	\$338,715	Executive Dir.	\$41,908	\$39,999	2024
The Maasai Girls Education Fund	DC	\$336,413	Executive Director	\$111,006	\$104,895	2025
Moorpark Community Foundation For The Arts	CA	\$694,592	General Manager	\$80,004	\$78,614	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR cost of living and 2025 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 OR 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	21 organizations. Compensation range \$4,865–\$162,937; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$495,590); for reference, expenses \$605,634 and assets \$275,136.
ROLE MATCH	Dianne Alves, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	57 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	33 rd

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 (Dianne Alves) 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 21 similarly situated organizations (Same NTEE sector (A12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,999 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.