

# Thegifted Arts Inc

Executive Director / CEO

EIN 452650004

NC · NTEE A20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nichole Morgan, Executive Director / CEO** (\$87,246) against **every comparable organization** that fit the selection criteria — **304** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88<sup>th</sup>** percentile of comparable organizations within the typical range

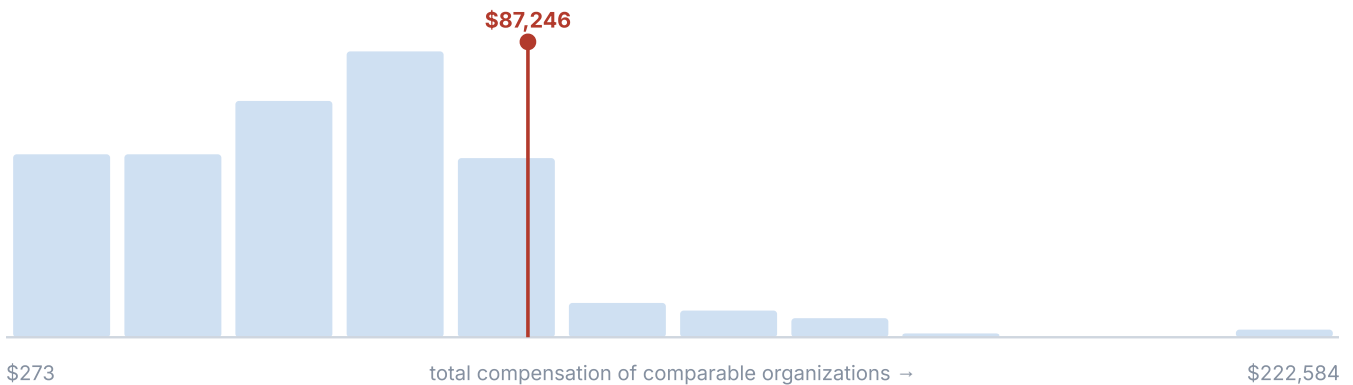
**Benchmarked executive:** Nichole Morgan — reported title “Founder, CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A20).
BUDGET	Total revenue between \$294,231 and \$658,728 — 0.67x to 1.50x the subject's \$439,152 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

**304** organizations qualified on sector, size, and geography → **304** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,890	\$32,159	\$54,619	\$72,954	\$89,141	<b>\$87,246</b>
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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 NC 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
<a href="#">Center For Latter-day Saint Arts Inc</a>	NY	\$438,859	Executive Director	\$144,410	<b>\$126,292</b>	2024
<a href="#">Center For American Culture And Ideas</a>	AZ	\$440,867	Secretary	\$39,693	<b>\$38,036</b>	2023
<a href="#">Artists For World Peace Inc</a>	CT	\$436,737	President	\$20,000	<b>\$18,149</b>	2024
<a href="#">1619 Freedom School</a>	IA	\$436,447	Vice President	\$39,252	<b>\$41,595</b>	2024
<a href="#">Tamarack Foundation Inc</a>	WV	\$443,135	Executive Director	\$74,131	<b>\$79,976</b>	2023
<a href="#">Alma Lewis</a>	PA	\$435,147	Executive Director	\$98,610	<b>\$97,983</b>	2023
<a href="#">Buchanan Center For The Arts</a>	IL	\$443,297	Executive Director	\$50,533	<b>\$49,501</b>	2023
<a href="#">Brady Craft Inc</a>	OK	\$444,373	Executive Director	\$67,446	<b>\$71,876</b>	2024
<a href="#">Backyard Kids Theater Inc</a>	CA	\$433,929	Executive Dir.	\$50,000	<b>\$41,785</b>	2024
<a href="#">Legion Arts Inc</a>	IA	\$433,232	Executive Director	\$13,295	<b>\$14,089</b>	2024
<a href="#">Visionaries Of The Creative Arts</a>	DC	\$432,489	President	\$63,250	<b>\$53,717</b>	2024
<a href="#">The Scarab Club</a>	MI	\$431,923	Executive Di	\$64,692	<b>\$66,532</b>	2023
<a href="#">Hiddenite Center Inc</a>	NC	\$431,778	Executive Di	\$35,155	<b>\$34,249</b>	2025
<a href="#">Scool Sounds Inc</a>	NY	\$447,788	Executive Dir.	\$70,702	<b>\$61,831</b>	2024
<a href="#">Street Theory Collective</a>	MA	\$448,600	Clerk	\$110,400	<b>\$93,538</b>	2025
<a href="#">Monica Bill Barnes &amp; Company Inc</a>	NY	\$449,169	Founder/artistic Director	\$105,761	<b>\$92,492</b>	2024
<a href="#">Texas Folklife Resources</a>	TX	\$428,750	Executive Director	\$140,000	<b>\$139,538</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Folk Arts Center Of New England Inc</a>	MA	\$428,717	Executive Director	\$78,992	<b>\$68,698</b>	2024
<a href="#">Hawaiian Music Perpetuation Society</a>	HI	\$449,654	Executive Dir.	\$91,143	<b>\$78,974</b>	2024
<a href="#">Monroe Arts Center Inc</a>	WI	\$428,239	Executive Director	\$76,184	<b>\$77,002</b>	2024
<a href="#">Equity Trust Inc</a>	MA	\$450,097	Executive Director	\$71,756	<b>\$62,405</b>	2024
<a href="#">Rochester Folk Art Guild Inc</a>	NY	\$427,098	Treasurer	\$15,000	<b>\$13,505</b>	2023
<a href="#">Sacred Heart Cultural Center Inc</a>	GA	\$451,291	Executive Director	\$85,853	<b>\$83,545</b>	2024
<a href="#">Dynamo Studios</a>	TN	\$452,164	Executive Director	\$109,649	<b>\$111,546</b>	2024
<a href="#">James Gang</a>	IA	\$453,059	Treasurer	\$10,891	<b>\$11,541</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	<b>304</b> organizations. Compensation range \$273–\$222,584; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$439,152); for reference, expenses \$427,847 and assets \$117,926.
ROLE MATCH	Nichole Morgan, reported title " <i>Founder, CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	88 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	86 <sup>th</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	87 <sup>th</sup>

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 (Nichole Morgan) 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 304 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$87,246 is reasonable (approximately the 88<sup>th</sup> 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.