

Flint Hills Discovery Center Foundation

Executive Director / CEO

EIN 453529510
 KS · NTEE A57
 FY ending 2023-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Lesley White, Executive Director / CEO** (\$67,526) against the **2000** closest of **2,952** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

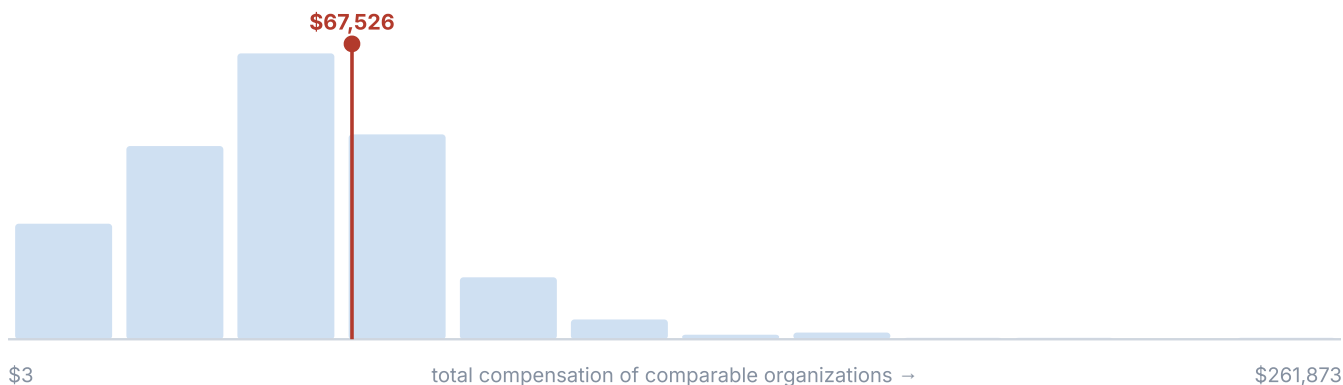
Benchmarked executive: Lesley White — reported title "FOUNDATION DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A57).
BUDGET	Total revenue between \$324,616 and \$726,753 — 0.67x to 1.50x the subject's \$484,502 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

2,952 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$18,563	\$35,201	\$54,314	\$72,311	\$89,024	\$67,526
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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 KS 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
Campton Historic Agricultural Lands Inc	IL	\$484,579	Executive Director	\$67,713	\$59,851	2024
Media Art Xploration Inc	NY	\$484,096	Director	\$52,000	\$43,494	2023
Quincy Art Center	IL	\$484,086	Executive Director	\$64,913	\$55,897	2025
Coos Art Museum	OR	\$484,043	Executive Director	\$67,333	\$56,219	2024
Six Points Theater	MN	\$483,858	Producing Artistic Dir	\$83,875	\$74,514	2024
Davis Media Access	CA	\$483,763	Executive Director	\$82,742	\$62,582	2025
Indianapolis Theatre Fringe Fe	IN	\$485,251	Executive Dir	\$80,000	\$78,091	2023
O Positive Festival Inc	NY	\$483,742	Director Of Operations	\$73,496	\$59,710	2024
Vermont Stage Company	VT	\$485,273	Executive Di	\$60,000	\$54,297	2024
Hammond-harwood House Association Inc	MD	\$485,274	Executive Director	\$70,000	\$58,839	2024
Korean Performing Arts Institute Of Chicago	IL	\$483,721	Education Director	\$36,375	\$32,152	2024
Na Maka Haloa O Waipio	HI	\$483,586	President	\$71,200	\$59,006	2023
Halifax Repertory Theatre	FL	\$485,446	President	\$22,500	\$18,514	2025
Luna Composition Lab Inc	NY	\$485,571	Executive Director	\$81,332	\$66,077	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Arizona Band & Orchestra Directors Association	AZ	\$483,424	Executive Director	\$66,867	\$56,327	2025
New Albany Childrens Ballet Theatre	OH	\$485,603	Secretary	\$44,732	\$42,597	2024
Hudson River Music Hall Productions Inc	NY	\$483,329	Managing Director	\$60,000	\$48,746	2024
Line 4 Line	LA	\$485,739	Executive Di	\$60,063	\$59,463	2024
Free Mom Hugs Inc	OK	\$485,810	Executive Director	\$91,335	\$90,423	2024
Circus Education Specialists Inc	NY	\$485,825	Executive Director	\$83,644	\$69,962	2023
Project Music Heals Us Inc	CT	\$483,164	Executive Director	\$11,364	\$9,580	2024
Walnut Creek Concert Band	CA	\$483,135	Treasurer	\$2,600	\$2,018	2024
Chicago City Theatre Company	IL	\$483,107	Managing Director	\$60,150	\$53,166	2024
4 Elements Studio Inc	NY	\$483,049	Executive Director	\$62,000	\$50,371	2024
Dirt Palace Public Projects	RI	\$485,962	Co-executive Director	\$49,658	\$42,810	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	2000 organizations. Compensation range \$3–\$261,873; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$484,502); for reference, expenses \$312,576 and assets \$926,485.
ROLE MATCH	Lesley White, reported title "FOUNDATION DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	62 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	38 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	69 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	66 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 (Lesley White) 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 13, 2026, comparing compensation against 2000 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,526 is reasonable (approximately the 69th 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 13, 2026.