

# Bloomington Creative Glass Center Inc

Executive Director / CEO

EIN 453560611

IN · NTEE A20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Abigail Gitlitz, Executive Director / CEO** (\$23,404) against **every comparable organization** that fit the selection criteria — **325** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23<sup>rd</sup>** percentile of comparable organizations below the typical range for comparable organizations

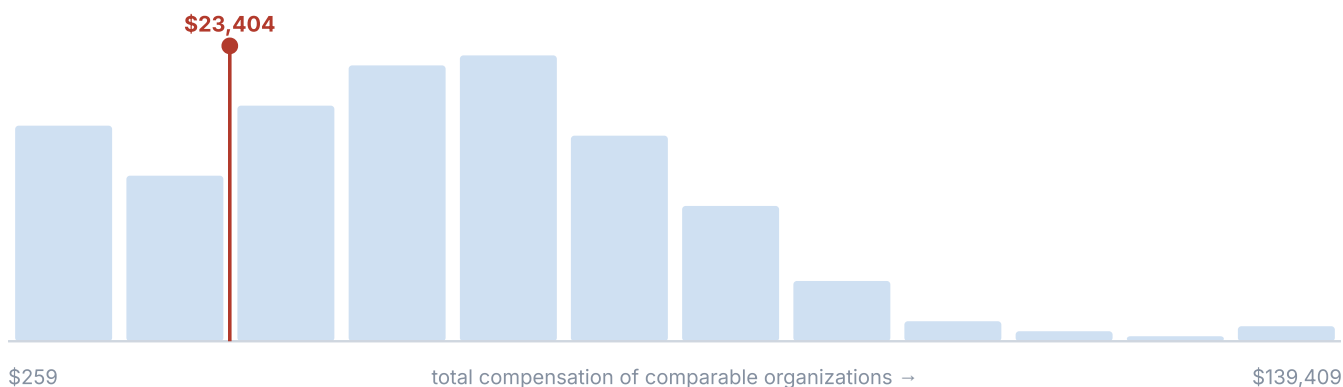
**Benchmarked executive:** Abigail Gitlitz — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A20).
BUDGET	Total revenue between \$201,564 and \$451,264 — 0.67x to 1.50x the subject's \$300,843 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

**325** organizations qualified on sector, size, and geography → **325** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,022	\$24,969	\$42,948	\$59,752	\$73,866	\$23,404
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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 IN 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="#">Buffalo Institute For Contemporary Art</a>	NY	\$301,221	Part Time Executive Director	\$12,000	<b>\$10,283</b>	2023
<a href="#">Continuo Arts Foundation Inc</a>	NJ	\$302,133	Executive Director	\$62,000	<b>\$50,986</b>	2024
<a href="#">The Bridge Pai</a>	VA	\$299,056	Chief Execut	\$58,731	<b>\$52,231</b>	2024
<a href="#">Smoke &amp; Barrel Inc</a>	LA	\$302,839	Director	\$12,000	<b>\$12,171</b>	2024
<a href="#">International Focus Inc</a>	NC	\$303,451	Executive Director	\$69,207	<b>\$67,810</b>	2023
<a href="#">El Ballet Folklorico Estudiantil</a>	MI	\$303,518	Director	\$7,200	<b>\$6,845</b>	2024
<a href="#">Saline County Ag Society Inc</a>	NE	\$297,926	President	\$3,125	<b>\$3,095</b>	2024
<a href="#">Springfield Contemporary Theatre Inc</a>	MO	\$297,882	President	\$6,000	<b>\$5,703</b>	2025
<a href="#">Nashville Arcade Arts Program Inc</a>	TN	\$304,478	Executive Director	\$80,325	<b>\$77,767</b>	2024
<a href="#">Day Eight</a>	DC	\$304,981	President	\$83,000	<b>\$67,085</b>	2024
<a href="#">Kindred Arts Inc</a>	NY	\$305,052	Executive Director	\$11,750	<b>\$10,068</b>	2023
<a href="#">Venture Lititz Inc</a>	PA	\$296,445	Executive Director	\$65,531	<b>\$60,191</b>	2024
<a href="#">Sones De Mexico Ensemble</a>	IL	\$296,215	Executive Dir.	\$40,000	<b>\$37,290</b>	2023
<a href="#">Funoon</a>	NY	\$295,886	Executive Director	\$75,556	<b>\$64,742</b>	2023
<a href="#">Center For International Performance &amp; Exhibition</a>	IL	\$295,759	Executive Director	\$27,202	<b>\$24,632</b>	2024
<a href="#">Creative Nomads Ltd</a>	MD	\$306,365	Executive Director	\$79,600	<b>\$70,568</b>	2023
<a href="#">Ballet Of York County</a>	SC	\$295,261	Artistic /Studio Director	\$52,738	<b>\$50,675</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Wham Art Association</a>	AZ	\$306,863	Executive Dir.	\$49,940	<b>\$45,544</b>	2023
<a href="#">Skyles The Limit Foundation Inc</a>	AZ	\$307,598	President	\$73,025	<b>\$64,686</b>	2024
<a href="#">Campanile Center For The Arts Inc</a>	WI	\$307,761	Executive Director	\$62,647	<b>\$60,262</b>	2024
<a href="#">Newaygo County Council For The Arts Inc</a>	MI	\$293,520	Executive Director	\$45,497	<b>\$43,254</b>	2024
<a href="#">First Night Monterey</a>	CA	\$309,305	Executive Di	\$40,919	<b>\$32,544</b>	2024
<a href="#">Arts Alive 45 Inc</a>	IL	\$309,678	President	\$24,500	<b>\$22,185</b>	2024
<a href="#">Kc Fringe Festival Inc</a>	MO	\$291,863	Executive Director	\$50,014	<b>\$48,791</b>	2024
<a href="#">Emerge Cda Inc</a>	ID	\$291,699	Executive Director	\$41,358	<b>\$40,523</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	325 organizations. Compensation range \$259–\$139,409; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$300,843); for reference, expenses \$212,897 and assets \$373,166.
ROLE MATCH	Abigail Gitlitz, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	23 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	19 <sup>th</sup>
Reportable pay only (column D), adjusted	24 <sup>th</sup>
All sources (D + E + F), adjusted	22 <sup>nd</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 (Abigail Gitlitz) 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 325 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,404 is reasonable (approximately the 23<sup>rd</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.