

Fresno Ideaworks

Executive Director / CEO

EIN **461568229**
 CA · NTEE A26
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **David Menendian, Executive Director / CEO** (\$1,020) against **every comparable organization** that fit the selection criteria — **694** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: David Menendian — reported title “Secretary Jan- Jun”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A26).
BUDGET	Total revenue between \$80,310 and \$179,799 — 0.67x to 1.50x the subject's \$119,866 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

694 organizations qualified on sector, size, and geography → **694** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,073	\$14,661	\$31,133	\$52,516	\$73,770	\$1,020
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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 CA 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
Greene County Historical Society	PA	\$119,793	Executive Director	\$40,508	\$46,782	2023
Water Mill Museum	NY	\$119,739	Director/mgr	\$39,179	\$39,823	2024
Florida Association Of Museums	FL	\$120,156	Executive Director	\$55,650	\$60,543	2023
Working Artists And The Greater Economy Inc	NY	\$120,266	Core Organizer	\$48,396	\$50,645	2023
Historic Lexington Foundation	VA	\$119,424	Executive Director	\$22,238	\$24,153	2024
Massachusetts Symphony Orchestra Inc	MA	\$120,743	President	\$52,525	\$51,724	2025
Community Catalyst Action Fund Inc	MA	\$120,921	Co-interim President & Ceo	\$39,559	\$39,987	2024
Mennonite Heritage & Agrcltr Museum	KS	\$120,970	Museum Director/curator	\$18,915	\$23,665	2023
Ebenezer Maxwell Mansion Inc	PA	\$121,034	Exec Dir -1/1/23 To 9/12/23	\$45,311	\$52,328	2023
Blair Center For The Arts Foundation	KS	\$121,044	Director	\$28,995	\$36,276	2023
The George Joseph And Susie Ezell Atta Memorial Library Inc	AL	\$118,265	Director, President	\$2,555	\$3,105	2024
Alianta Inc	DC	\$121,565	Chair	\$2,725	\$2,769	2023
Wcuw Inc	MA	\$118,159	Executive Director	\$50,800	\$51,350	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Sam Houston Masonic Library And Museum Association	TX	\$121,623	Treasurer	\$3,000	\$3,289	2025
Bluegrass Heritage Museum Inc	KY	\$121,829	Executive-di	\$38,016	\$45,942	2024
Fairfield Bay Library Inc	AR	\$121,856	Director	\$41,507	\$52,481	2024
Swiss Center Of North America Inc	WI	\$122,276	President/ceo (As Of April 2024)	\$51,154	\$60,093	2024
Persian Cultural Center Inc	VA	\$117,428	President	\$42,480	\$47,500	2023
Mexican Institute Of Greater Houston Inc	TX	\$117,406	President	\$4,375	\$5,068	2023
Copper Country Community Arts Council	MI	\$122,447	Executive Director	\$43,986	\$52,578	2023
Youth Singers Of The Bay Area	TX	\$117,176	Artistic Director	\$13,929	\$15,269	2025
Mud Creek Players Inc	IN	\$117,062	Director	\$332	\$393	2024
One Achord Guitar Lessons Inc	CA	\$122,814	President	\$77,624	\$75,397	2024
People Power Media	CA	\$123,006	Secretary	\$6,000	\$5,828	2024
Aviation Hall Of Fame And Museum Of New Jersey	NJ	\$116,623	Executive Director	\$40,700	\$40,875	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	694 organizations. Compensation range \$260–\$501,424; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$119,866); for reference, expenses \$112,726 and assets \$555,266.
ROLE MATCH	David Menendian, reported title " <i>Secretary Jan- Jun</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	1 st
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	1 st

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 (David Menendian) 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 694 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,020 is reasonable (approximately the 1st 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.