

# Florida Litfest Inc

Executive Director / CEO

EIN 463527772

FL · NTEE A20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Sara Marchessault, Executive Director / CEO** (\$32,917) against **every comparable organization** that fit the selection criteria — **299** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 21<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Sara Marchessault — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (A20).

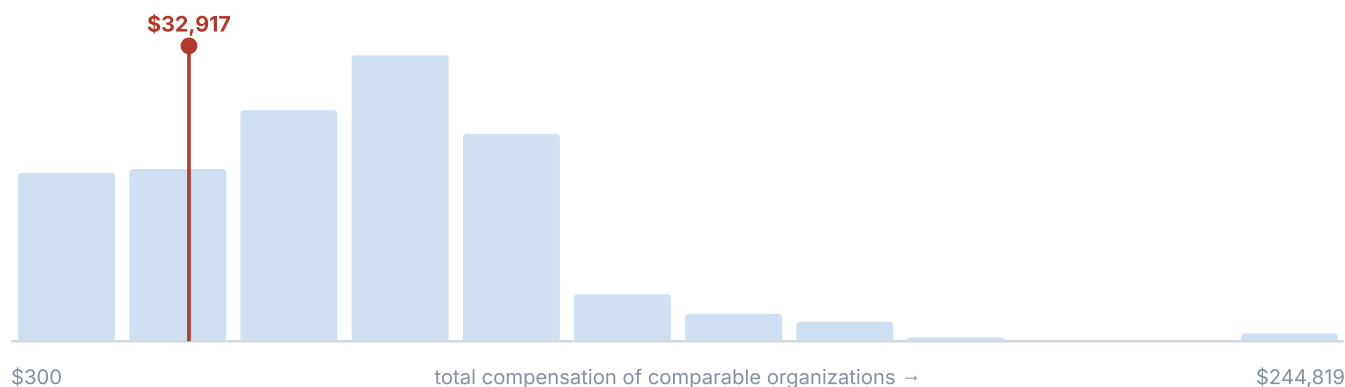
**BUDGET** Total revenue between \$311,361 and \$697,077 — 0.67x to 1.50x the subject's \$464,718 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

**299** organizations qualified on sector, size, and geography

→ **299** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,132

\$36,980

\$63,012

\$83,268

\$101,693

**\$32,917**



## ● 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 FL 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="#">Long X Arts Foundation</a>	ND	\$465,178	Executive Director	\$66,000	<b>\$77,099</b>	2024
<a href="#">Friends Of The Big Fresno Fair</a>	CA	\$465,674	Ceo	\$27,194	<b>\$24,352</b>	2025
<a href="#">Tidewater Arts Outreach</a>	VA	\$463,432	Executive Di	\$62,199	<b>\$62,281</b>	2025
<a href="#">Sweet Pea A Festival Of The Arts</a>	MT	\$466,716	Executive Dir.	\$65,385	<b>\$75,026</b>	2024
<a href="#">Marshall County Arts And Culture Allianc</a>	IA	\$462,713	Executive Director	\$85,000	<b>\$99,071</b>	2024
<a href="#">World Around Inc</a>	NY	\$461,660	Executive Director	\$120,000	<b>\$118,836</b>	2023
<a href="#">Northern Manhattan Arts Alliance Inc</a>	NY	\$468,488	Executive Director	\$84,423	<b>\$83,605</b>	2023
<a href="#">Professional Numismatists Guild Inc</a>	CA	\$468,503	Executive Director	\$83,948	<b>\$77,164</b>	2024
<a href="#">Parent Child Relationship Association Inc</a>	NY	\$459,625	Executive Director	\$57,487	<b>\$55,297</b>	2024
<a href="#">Chippewa Valley Cultural</a>	WI	\$458,863	Executive Di	\$77,032	<b>\$85,637</b>	2024
<a href="#">Southington Community</a>	CT	\$471,460	Executive Di	\$68,600	<b>\$68,468</b>	2024
<a href="#">Masspoetry Inc</a>	MA	\$457,856	Executive Di	\$90,157	<b>\$86,241</b>	2024
<a href="#">Topa Institute</a>	CA	\$457,437	Ceo	\$109,298	<b>\$100,465</b>	2024
<a href="#">Art House Inc</a>	OH	\$457,186	Executive Di	\$57,250	<b>\$64,547</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Push Dance Company</a>	CA	\$472,448	Ceo	\$56,996	<b>\$52,390</b>	2024
<a href="#">Operation Song Inc</a>	TN	\$456,425	Current Executive Director/former Board Member	\$71,808	<b>\$82,721</b>	2023
<a href="#">Unity Earth Inc</a>	NY	\$473,855	Treasurer & C.f.o.	\$33,750	<b>\$33,423</b>	2023
<a href="#">The Primavera Fund</a>	PA	\$453,711	President An	\$68,239	<b>\$72,438</b>	2024
<a href="#">James Gang</a>	IA	\$453,059	Treasurer	\$10,891	<b>\$12,694</b>	2024
<a href="#">Colab Arts Inc</a>	NJ	\$476,703	Producing Di	\$59,615	<b>\$55,198</b>	2025
<a href="#">Dynamo Studios</a>	TN	\$452,164	Executive Director	\$109,649	<b>\$122,688</b>	2024
<a href="#">Sacred Heart Cultural Center Inc</a>	GA	\$451,291	Executive Director	\$85,853	<b>\$91,890</b>	2024
<a href="#">Good Shepherd Radio Inc</a>	IN	\$478,421	President	\$79,156	<b>\$91,482</b>	2023
<a href="#">Luminaria</a>	TX	\$478,477	Executive Dir.	\$73,172	<b>\$80,216</b>	2023
<a href="#">Columbia Festival Inc</a>	MD	\$478,660	Managing Director	\$60,394	<b>\$60,104</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 **299** organizations. Compensation range \$300–\$244,819; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$464,718); for reference, expenses \$503,513 and assets \$12,910.

<b>ROLE MATCH</b>	Sara Marchessault, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	21 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	22 <sup>nd</sup>
Reportable pay only (column D), adjusted	23 <sup>rd</sup>
All sources (D + E + F), adjusted	20 <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 (Sara Marchessault) 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 299 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,917 is reasonable (approximately the 21<sup>st</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.