

The Detroit Creativity Project

Executive Director / CEO

EIN 464485478

MI · NTEE Z99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nancy Hayden Edwards, Executive Director / CEO** (\$67,501) against **every comparable organization** that fit the selection criteria — **204** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

Benchmarked executive: Nancy Hayden Edwards — 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 (Z99).
BUDGET	Total revenue between \$226,736 and \$507,618 — 0.67x to 1.50x the subject's \$338,412 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

204 organizations qualified on sector, size, and geography → **204** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,662	\$26,738	\$55,134	\$78,091	\$103,192	\$67,501
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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 MI 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
Bay Area Psychotherapy Training	CA	\$337,616	Executive Di	\$54,600	\$47,027	2023
Warrior Food Project Inc	FL	\$339,722	President	\$78,500	\$71,446	2024
Big Sister League Residency Inc	CA	\$340,583	Executive Dir.	\$35,490	\$30,567	2023
Light Of The Rockies Christian Counseling Center	CO	\$341,083	Executive Director	\$7,380	\$6,856	2024
Zen Hospice Project	CA	\$341,218	Executive Dir.	\$143,380	\$119,950	2024
Living Voices	WA	\$334,859	Artistic Director	\$60,000	\$52,044	2024
Washington Association Of Criminal Defense Lawyers	WA	\$342,213	Executive Director	\$104,980	\$93,750	2023
Na Moku Aupuni O Ko Olau Hui	HI	\$334,485	President	\$10,721	\$9,299	2024
Council For Drug Free Youth	MO	\$333,036	Executive Dir.	\$54,654	\$56,083	2024
Fraternal Order Of Eagles	WA	\$331,795	Secretary	\$6,578	\$5,558	2025
Ricrack Inc	LA	\$345,417	Executive Dir.	\$15,385	\$16,413	2024
Lutheran Housing Corporation Of Oil City	PA	\$345,585	Chief Executive Officer	\$39,302	\$39,093	2023
Independence Pass Foundation	CO	\$345,874	Executive Director	\$119,602	\$114,392	2023
Compasspoint Mentorship	CA	\$345,937	Executive Director	\$70,000	\$60,291	2023
Prentis Family Support Foundation	MI	\$345,967	Treasurer	\$20,953	\$21,572	2023
South Terry Water Association Inc	MS	\$330,466	Sec/ Treasurer	\$15,600	\$16,399	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hough Foundation	WA	\$330,408	Executive Director	\$84,941	\$75,854	2023
Rossford Convention And Visitors Bureau	OH	\$328,927	Exec Director	\$53,975	\$57,022	2023
Grand Island Regency Retirement	NE	\$328,741	Executive Di	\$96,741	\$100,808	2024
Delaware Laborers'-employers'	NJ	\$328,663	Assistant Director	\$171,201	\$152,466	2023
Nassans Place	NJ	\$328,006	Executive Director	\$92,280	\$82,181	2023
Wyandot Health Foundation	OH	\$326,027	Treasurer	\$38,648	\$39,658	2024
Breast Wishes Foundation	OH	\$351,875	Vice Chair/e	\$13,450	\$13,802	2024
Friends Of 400 Foundation	AL	\$352,584	President/tr	\$25,000	\$26,939	2023
Bluebonnet Casa Inc	TX	\$323,846	Executive Director	\$64,300	\$62,315	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 204 organizations. Compensation range \$41–\$464,085; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$338,412); for reference, expenses \$294,820 and assets \$133,627.

ROLE MATCH Nancy Hayden Edwards, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	32 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	65 th
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	51 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 (Nancy Hayden Edwards) 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 204 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,501 is reasonable (approximately the 65th 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.