

# Palmo Center For Peace & Education

Executive Director / CEO

EIN **464722188**  
 OR · NTEE A20  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Tenzin Gurmey, Executive Director / CEO** (\$57,946) 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 **68<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Tenzin Gurmey — 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 \$171,168 and \$383,212 — 0.67x to 1.50x the subject's \$255,475 (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



\$8,766	\$25,113	\$43,713	\$63,613	\$80,927	<b>\$57,946</b>
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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 OR 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="#">Contemporary Art Group</a>	CA	\$255,236	Executive Director	\$62,500	<b>\$58,115</b>	2023
<a href="#">New Mexico Advocates For The Arts</a>	NM	\$255,053	Director	\$10,460	<b>\$12,115</b>	2023
<a href="#">Sephardic Heritage International</a>	DC	\$255,964	Executive Director	\$20,833	<b>\$19,121</b>	2024
<a href="#">Ecoarts Of Lake County</a>	CA	\$254,901	Executive Di	\$43,775	<b>\$40,704</b>	2023
<a href="#">Blue Sage Center For The Arts</a>	CO	\$256,184	Executive Di	\$43,577	<b>\$43,705</b>	2024
<a href="#">Northern California Music &amp; Art Culture Center</a>	CA	\$256,509	Executive Director	\$48,000	<b>\$43,352</b>	2024
<a href="#">Firestone Park Cultural And Custodi</a>	OH	\$256,796	President	\$3,000	<b>\$3,323</b>	2024
<a href="#">Oconee Cultural Arts Foundation Inc</a>	GA	\$254,029	Executive Di	\$11,735	<b>\$12,341</b>	2024
<a href="#">Brasarte The Damasceno Brazilian Cultural Exchange</a>	CA	\$253,770	Executive Director	\$11,500	<b>\$10,119</b>	2025
<a href="#">New Orleans Academy Of Ophthalmology</a>	LA	\$257,218	Executive Director	\$53,978	<b>\$64,003</b>	2023
<a href="#">Northwest Connecticut Arts Council Inc</a>	CT	\$257,836	Executive Dir.	\$55,000	<b>\$55,530</b>	2023
<a href="#">Lynn Music Foundation Inc</a>	MA	\$257,919	President	\$10,785	<b>\$10,436</b>	2023
<a href="#">Arts In Motion Studio West Michigan</a>	MI	\$252,632	Executive Director	\$52,000	<b>\$56,138</b>	2024
<a href="#">Fire Island Artist Residency Incorporated</a>	NY	\$252,169	Executive Director	\$48,500	<b>\$45,839</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Elk River Arts &amp; Lectures</a>	MT	\$252,132	Executive Di	\$45,150	<b>\$50,905</b>	2024
<a href="#">Instituto Mazatlan Bellas Artes</a>	CA	\$251,111	Secretary	\$35,664	<b>\$33,162</b>	2023
<a href="#">Waldos And Company</a>	PA	\$251,012	Executive Dir.	\$24,000	<b>\$25,032</b>	2024
<a href="#">Arts Center At Duck Creek Inc</a>	NY	\$260,193	President	\$94,880	<b>\$89,674</b>	2024
<a href="#">Polk Arts Alliance Inc</a>	FL	\$250,687	Executive Director	\$50,000	<b>\$49,129</b>	2024
<a href="#">Avon Hills Folk School</a>	MN	\$250,182	Executive Director	\$79,296	<b>\$81,952</b>	2024
<a href="#">Canyon Cinema Foundation</a>	CA	\$261,223	Executive Director	\$58,708	<b>\$54,589</b>	2023
<a href="#">Rockport Cultural Arts District</a>	TX	\$261,701	Executive Director	\$76,000	<b>\$81,864</b>	2023
<a href="#">Que-os</a>	NC	\$261,808	Executive Director	\$79,186	<b>\$83,373</b>	2025
<a href="#">Arts For All Inc</a>	NY	\$248,714	Executive Director	\$26,250	<b>\$25,543</b>	2023
<a href="#">Rhode Island Black Storytellers</a>	RI	\$263,583	Executive Director	\$60,643	<b>\$60,820</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **299** organizations. Compensation range \$294–\$299,707; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$255,475); for reference, expenses \$134,637 and assets \$173,334. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Tenzin Gurmey, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	68 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	67 <sup>th</sup>
Reportable pay only (column D), adjusted	69 <sup>th</sup>
All sources (D + E + F), adjusted	66 <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 (Tenzin Gurmey) 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 \$57,946 is reasonable (approximately the 68<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.