

# Joseph Avenue Arts And Culture

Executive Director / CEO

EIN 471841978

NY · NTEE A61

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **David Pacific, Executive Director / CEO** (\$79,735) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85<sup>th</sup>** percentile of comparable organizations within the typical range

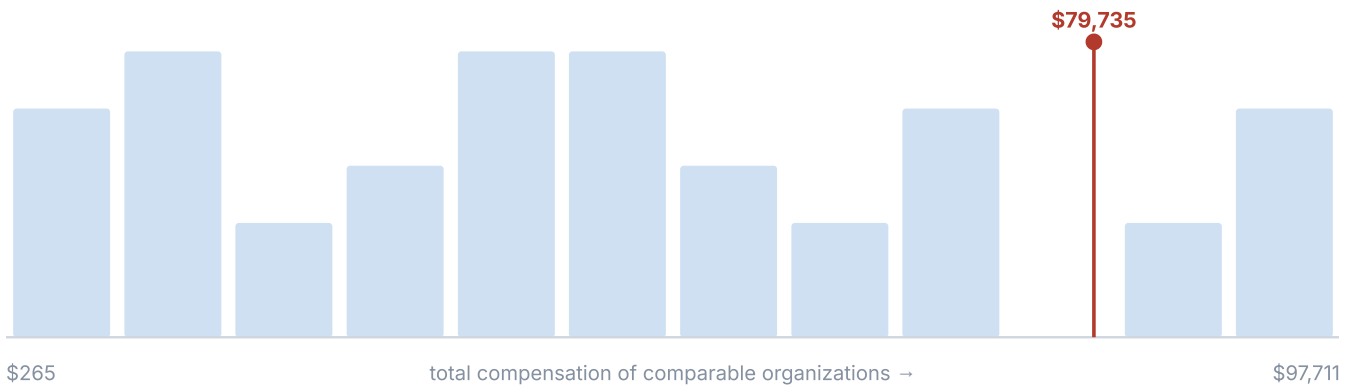
**Benchmarked executive:** David Pacific — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A61).
BUDGET	Total revenue between \$143,208 and \$320,616 — 0.67x to 1.50x the subject's \$213,744 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A61), nationwide + budget 0.67–1.5x revenue.

**39** organizations qualified on sector, size, and geography → **39** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,816	\$23,193	\$41,919	\$65,560	\$89,643	\$79,735
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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 NY 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="#">Pennsport School Of Dance</a>	PA	\$215,006	Co- Executive Director	\$10,000	<b>\$11,663</b>	2023
<a href="#">The Jazz Bakery Performance Space</a>	CA	\$217,004	Pres./artistic Director	\$45,780	<b>\$44,904</b>	2024
<a href="#">Abilene Performing Arts Company Inc</a>	TX	\$219,949	Executive Dir.	\$42,230	<b>\$46,748</b>	2025
<a href="#">Hudson Riverfront</a>	NJ	\$207,103	President/executive Direct	\$91,163	<b>\$92,458</b>	2024
<a href="#">Arts Center Task Force</a>	WA	\$220,960	Executive Director	\$39,654	<b>\$40,328</b>	2024
<a href="#">Bigfork Center For The Performing</a>	MT	\$206,454	Executive Di	\$11,125	<b>\$14,025</b>	2023
<a href="#">Contemporary Performing Arts Of Chattanooga Inc</a>	TN	\$224,762	Secretary	\$1,300	<b>\$1,552</b>	2024
<a href="#">Chapin Community Theatre Inc</a>	SC	\$225,393	Artistic Director	\$12,867	<b>\$15,248</b>	2024
<a href="#">Minden Opera House Inc</a>	NE	\$225,793	Executive Di	\$56,392	<b>\$68,897</b>	2024
<a href="#">Venetian Arts Society Inc</a>	FL	\$200,256	Executive Director	\$14,400	<b>\$15,367</b>	2024
<a href="#">Harford Ballet Company Inc</a>	MD	\$196,465	Executive Di	\$29,000	<b>\$30,797</b>	2024
<a href="#">Miller Beach Arts &amp; Creative District Cdc</a>	IN	\$234,484	Executive Director	\$44,000	<b>\$51,349</b>	2025
<a href="#">Sierra Performing Arts Association</a>	CA	\$237,699	Board Member	\$2,210	<b>\$2,167</b>	2024
<a href="#">Tupelo Community Theatre Inc</a>	MS	\$237,792	Executive Di	\$53,083	<b>\$67,157</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Art Maker Llc</a>	OK	\$250,217	President, Chief Operating Officer	\$28,050	<b>\$35,085</b>	2024
<a href="#">Blue Bamboo Center For The Arts Inc</a>	FL	\$254,888	Executive Director	\$2,275	<b>\$2,427</b>	2024
<a href="#">Dynamic Xplosion Cheer Inc</a>	FL	\$256,232	Cheif Executive Officer	\$23,783	<b>\$25,379</b>	2024
<a href="#">Deertrees Theatre Limited</a>	ME	\$257,564	Director	\$30,501	<b>\$34,694</b>	2024
<a href="#">Cunneen Hackett Cultural Center Inc</a>	NY	\$257,753	Executive Director	\$54,550	<b>\$57,647</b>	2023
<a href="#">Partnership For The Performing Arts</a>	CA	\$161,746	Treasurer	\$24,000	<b>\$22,934</b>	2025
<a href="#">Visionbox Studio</a>	CO	\$266,323	Executive Director	\$83,827	<b>\$91,306</b>	2024
<a href="#">Continuing The Legacy Dance Foundation</a>	NV	\$274,112	President	\$61,710	<b>\$70,265</b>	2024
<a href="#">Legacy Theater Foundation Inc</a>	IL	\$274,435	Executive Director	\$231	<b>\$265</b>	2023
<a href="#">Nichole Canuso Dance Company</a>	PA	\$274,581	Artistic Director	\$40,800	<b>\$46,218</b>	2024
<a href="#">Juggerknot Theatre Corporation</a>	FL	\$151,050	President/director	\$60,000	<b>\$64,028</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2025 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 NY 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	39 organizations. Compensation range \$265–\$97,711; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$213,744); for reference, expenses \$215,452 and assets \$558,164.
ROLE MATCH	David Pacific, reported title "Executive Director", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	85 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	87 <sup>th</sup>
Reportable pay only (column D), adjusted	85 <sup>th</sup>
All sources (D + E + F), adjusted	82 <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 (David Pacific) 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 39 similarly situated organizations (Same NTEE sector (A61), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,735 is reasonable (approximately the 85<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.