

The Foundation For The Spiritual Practice Of Creativity

Executive Director / CEO

EIN 472006461
 CA · NTEE A90
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Adriana Attento, Executive Director / CEO** (\$62,192) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

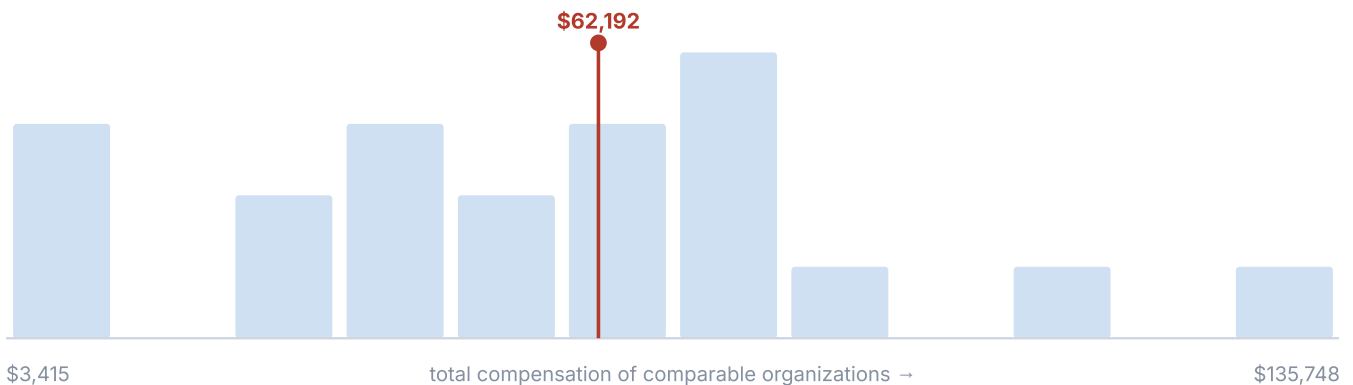
Benchmarked executive: Adriana Attento — reported title “President CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A90).
BUDGET	Total revenue between \$166,761 and \$373,347 — 0.67x to 1.50x the subject's \$248,898 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A90), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,182 10TH	\$39,907 25TH	\$58,773 MEDIAN	\$77,800 75TH	\$92,084 90TH	\$62,192 THIS ORG · 55TH
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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
Arts On Site Nyc Inc	NY	\$245,657	Executive Director	\$4,800	\$5,023	2023
Chester County Bar Foundation	PA	\$244,364	Executive Di	\$2,957	\$3,415	2023
Strawtown Art & Garden Studio Inc	NY	\$242,648	Exec Director	\$133,552	\$135,748	2024
Roswell Museum & Art Center	NM	\$230,692	Executive Director	\$34,700	\$43,221	2023
American Master Chefs Orders	KS	\$230,244	Executive Director	\$61,200	\$74,371	2024
Tri-county Arts Council Inc	NY	\$269,033	Executive Dir.	\$63,140	\$66,074	2023
Cultural Alliance Of Fairfield	CT	\$219,315	Executive Di	\$71,000	\$77,094	2023
Patronus Group Inc	TX	\$218,550	Secretary	\$29,319	\$33,964	2023
Music Education & Performing	OR	\$282,582	Executive Di	\$10,000	\$10,755	2023
Philadelphia Volunteer Lawyers For The Arts	PA	\$213,248	Executive Director	\$91,000	\$105,093	2023
Side By Side Studio Inc	KY	\$211,784	Executive Director	\$47,999	\$58,007	2024
North Dakota Bar Foundation Inc	ND	\$300,885	Secretary/treasurer	\$37,378	\$46,141	2024
Detroit Artists Market	MI	\$305,171	Director	\$40,385	\$48,273	2023
Hatch Workshop	CA	\$190,649	Executive Dir.	\$43,125	\$41,888	2024
Harvestworks Inc	NY	\$312,557	Executive Dir.	\$58,576	\$59,539	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Humanities Amped	LA	\$316,573	Co Director	\$66,229	\$79,918	2025
Heal The Hood Foundation Of Memphis	TN	\$328,777	Ceo/executive Director	\$28,550	\$33,757	2024
Creative Girls Rock	TN	\$334,820	Executive Di	\$68,106	\$80,527	2024
Loose Ends Project	WA	\$344,763	Exec Director	\$90,000	\$90,638	2024
Arts Benicia	CA	\$365,359	Executive Director	\$68,880	\$66,904	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	20 organizations. Compensation range \$3,415–\$135,748; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$248,898); for reference, expenses \$253,578 and assets \$12,782.
ROLE MATCH	Adriana Attento, reported title " <i>President CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	55th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	40 th

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 (Adriana Attento) 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 20 similarly situated organizations (Same NTEE sector (A90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,192 is reasonable (approximately the 55th 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.