

Boom Arts Inc

Executive Director / CEO

EIN 472199079

OR · NTEE A6

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Tracy Francis, Executive Director / CEO** (\$66,350) against the **2000** closest of **2,555** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

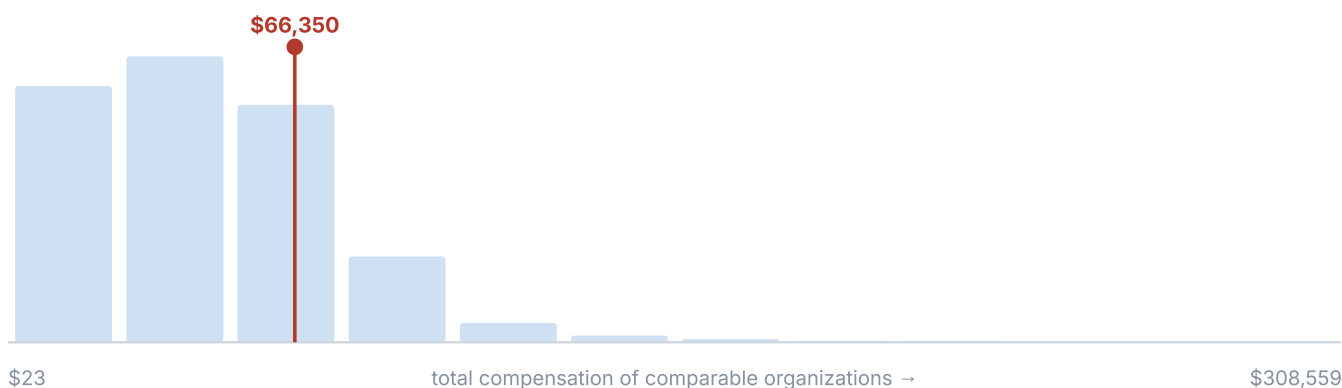
Benchmarked executive: Tracy Francis — reported title “ARTISTIC DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A6).
BUDGET	Total revenue between \$159,800 and \$357,762 — 0.67x to 1.50x the subject's \$238,508 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

2,555 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$7,273	\$22,228	\$42,565	\$63,235	\$82,509	\$66,350
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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
Music Is Art	NY	\$238,547	Executive Director	\$69,216	\$67,351	2024
Point Cabrillo Lightkeepers Association	CA	\$238,556	Outreach Mgr	\$60,753	\$56,491	2024
Northmont Fellowship Association	PA	\$238,368	President	\$13,000	\$13,960	2024
The Jewish Historical Society Of	CT	\$238,322	Executive Director	\$49,583	\$51,540	2023
Songfest Inc	OH	\$238,320	President	\$71,250	\$81,262	2024
Developing Connections Northeast	OH	\$238,232	Executive Di	\$76,867	\$85,409	2025
Mcwhiney History Education Group	TX	\$238,227	Cfo	\$39,583	\$42,637	2024
Dallas Bach Society	TX	\$238,812	Executive Director	\$20,000	\$22,180	2023
Monterey County Film Commission	CA	\$238,200	Film Commissioner	\$92,898	\$88,932	2023
Open Studios Inc	CO	\$238,827	Executive Director	\$55,000	\$58,468	2023
The Off-central Players Inc	FL	\$238,855	Board Member / Producing A	\$60,000	\$62,488	2023
New Perspectives Media Assc	SC	\$238,857	Executive Producer	\$14,500	\$16,770	2023
Exposed Brick Theatre	MN	\$238,127	Co-artistic Director	\$55,000	\$60,250	2023
Rain Taxi Inc	MN	\$238,044	Executive Director	\$45,958	\$50,344	2023
Act Out Theatre Company	CA	\$237,977	Executive Director	\$51,923	\$48,280	2024
Ten Sleepless Knights Inc	VI	\$239,048	President	\$8,380	\$8,628	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
701 Center For Contemporary Art	SC	\$237,911	Administrative Director	\$21,154	\$23,152	2025
Positive Outcome Mentoring & Dance Inc	MD	\$237,831	Founder And Director	\$8,499	\$8,336	2025
Anyone Corporation	NY	\$239,192	Vp & Treasurer	\$30,000	\$29,191	2024
Lexington Art League Inc	KY	\$239,202	Executive Director	\$56,100	\$63,230	2025
Tupelo Community Theatre Inc	MS	\$237,792	Executive Di	\$53,083	\$63,663	2024
Family Cornerstones Inc	TN	\$237,771	Exec. Director	\$51,300	\$58,066	2024
Queen Bee Music Association	NM	\$239,253	Executive Dir.	\$38,457	\$44,540	2024
Sierra Performing Arts Association	CA	\$237,699	Board Member	\$2,210	\$2,055	2024
St Louis Classical Guitar	MO	\$237,684	Executive Director	\$66,462	\$78,040	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 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.

Sample, role match & sensitivity

PEER COUNT	2000 organizations. Compensation range \$23–\$308,559; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$238,508); for reference, expenses \$256,556 and assets \$160,462.
ROLE MATCH	Tracy Francis, reported title <i>"ARTISTIC DIRECTOR"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

RELATED-ORG PAY	55 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	35 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	78 th
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	76 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 (Tracy Francis) 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 2000 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,350 is reasonable (approximately the 78th 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.