

# Film Festival Alliance

Executive Director / CEO

EIN 473298973

DC · NTEE A01

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Barbara Twist, Executive Director / CEO** (\$54,000) against **every comparable organization** that fit the selection criteria — **1005** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 71<sup>st</sup> percentile of comparable organizations**

within the typical range

**Benchmarked executive:** Barbara Twist — 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 (A01).
BUDGET	Total revenue between \$95,123 and \$212,964 — 0.67x to 1.50x the subject's \$141,976 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

**1,005** organizations qualified on sector, size, and geography → **1,005** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,687	\$16,805	\$35,622	\$57,774	\$75,489	<b>\$54,000</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 DC 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="#">Third Coast International Audio Festival</a>	IL	\$141,853	Frmr Co-direct.	\$76,224	<b>\$82,945</b>	2024
<a href="#">Michigan Fiber Festival Inc</a>	MI	\$142,147	Festival Coordinator	\$17,779	<b>\$20,312</b>	2024
<a href="#">Opera Cultura</a>	CA	\$141,727	President	\$52,000	<b>\$49,701</b>	2024
<a href="#">Heritage Museum Of Montgomery County</a>	TX	\$142,402	Executive Director	\$20,946	<b>\$23,192</b>	2024
<a href="#">The Chicago Club Preservation Foundation</a>	IL	\$141,514	Management Representative	\$29,859	<b>\$32,492</b>	2024
<a href="#">Great River Taoist Center Inc</a>	VA	\$142,450	Director	\$36,000	<b>\$38,474</b>	2024
<a href="#">Scottsboro-jackson Heritage Center</a>	AL	\$141,493	Director	\$20,196	<b>\$24,151</b>	2024
<a href="#">The Ballard House Project Inc</a>	AL	\$142,515	Executive Director	\$18,000	<b>\$22,160</b>	2023
<a href="#">Sanford-springvale Historical Society</a>	ME	\$142,583	Executive Director	\$29,175	<b>\$31,503</b>	2025
<a href="#">Susan Kathleen Black Foundation Inc</a>	TX	\$142,600	Exec Director	\$29,333	<b>\$33,437</b>	2023
<a href="#">Thin Air Community Radio</a>	WA	\$142,997	President	\$68,177	<b>\$67,562</b>	2024
<a href="#">Krewe Of Seaman Inc</a>	LA	\$143,094	President	\$73,500	<b>\$89,582</b>	2024
<a href="#">Alleghany Highlands</a>	VA	\$143,122	Executive Di	\$36,790	<b>\$39,319</b>	2024
<a href="#">Palmdale Community Foundation</a>	CA	\$143,143	President	\$59,178	<b>\$58,232</b>	2023
<a href="#">Soul's Harbor Inc</a>	ME	\$140,687	President	\$63,700	<b>\$70,602</b>	2024
<a href="#">Design Sacramento</a>	CA	\$140,644	Executive Director	\$24,900	<b>\$23,799</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Betti Ono Foundation</a>	CA	\$143,415	Ceo/presiden	\$193,948	<b>\$190,848</b>	2023
<a href="#">Brown County Historical Society</a>	WI	\$143,537	Executive Director	\$61,500	<b>\$71,093</b>	2024
<a href="#">Ct Vivian Foundation Inc</a>	GA	\$143,562	Executive Di	\$42,000	<b>\$45,538</b>	2025
<a href="#">Name Publications Inc</a>	FL	\$143,624	President	\$6,000	<b>\$6,239</b>	2024
<a href="#">Chicago Film Society</a>	IL	\$143,760	Executive Director	\$12,999	<b>\$14,145</b>	2024
<a href="#">City Of Bridges Foundation</a>	PA	\$143,919	Director	\$61,235	<b>\$67,591</b>	2024
<a href="#">The William E Swigart Jr Automobile Museum</a>	PA	\$140,026	Treasurer	\$9,855	<b>\$10,878</b>	2024
<a href="#">Dane Arts Mural Arts Inc</a>	WI	\$143,946	Executive Director	\$61,526	<b>\$73,223</b>	2023
<a href="#">Dorland Mountain Arts Colony</a>	CA	\$139,902	Executive Dir.	\$18,517	<b>\$17,698</b>	2024

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

## Sample, role match & sensitivity

PEER COUNT	1005 organizations. Compensation range \$286–\$317,169; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$141,976); for reference, expenses \$170,577 and assets \$159,173.
ROLE MATCH	Barbara Twist, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 15 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	71 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	76 <sup>th</sup>
Reportable pay only (column D), adjusted	72 <sup>nd</sup>
All sources (D + E + F), adjusted	68 <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 (Barbara Twist) 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 1005 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,000 is reasonable (approximately the 71<sup>st</sup> 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.