

The Vanport Mosaic

Executive Director / CEO

EIN 475299448

OR · NTEE A20

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Laura Lo Forti, Executive Director / CEO** (\$103,725) against **every comparable organization** that fit the selection criteria — **251** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Laura Lo Forti — reported title “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 (A20).
BUDGET	Total revenue between \$147,877 and \$331,068 — 0.67x to 1.50x the subject's \$220,712 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

251 organizations qualified on sector, size, and geography → **251** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,000	\$23,083	\$43,787	\$61,942	\$78,431	\$103,725
---------	----------	----------	----------	----------	------------------



■ 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
Helping Our People Evolve Incorporated	NY	\$220,341	Executive Director	\$19,198	\$18,681	2024
Angelica Center For Arts And Music	CA	\$220,167	Program Directo	\$27,187	\$25,280	2024
Bunker Projects Inc	PA	\$221,994	Executive Di	\$30,000	\$32,215	2024
Amiable Arts Foundation	MS	\$222,009	Executive Director	\$132,000	\$162,985	2023
Lyrical Opposition	CA	\$219,086	Board Member	\$22,500	\$21,540	2023
Monarch Music & Arts Community	KY	\$222,769	President	\$46,000	\$53,218	2024
Rhizome Dc	DC	\$223,504	Director, Trustee	\$46,128	\$44,875	2023
Genryu Arts	CA	\$217,841	President	\$54,000	\$51,694	2023
Grow Mongolia Inc	VA	\$217,657	President Ceo	\$68,500	\$73,324	2023
Escuela Mayaguezana De Ballet	PR	\$223,807	Incorporator	\$29,335	\$30,201	2023
Black Violin Foundation Inc	FL	\$223,842	President	\$19,500	\$20,309	2023
Urasenke Foundation Of California	CA	\$216,878	Ceo / Dir	\$69,840	\$64,940	2024
The Peoples Conservatory	CA	\$224,549	Executive Director	\$43,732	\$47,071	2021
Coronado Junior Arts League	CA	\$224,657	Chair	\$40,000	\$37,194	2024
Kenosha Common Markets Inc	WI	\$224,761	Executive Dir.	\$60,000	\$67,476	2024
Merrill Arts Center	MN	\$215,722	Executive Di	\$60,439	\$64,309	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Astoria Film Festival Inc	NY	\$214,985	Founding Director	\$45,000	\$43,787	2024
Jlf Colorado	CO	\$227,467	Executive Dir.	\$28,296	\$29,217	2024
Mivos Quartet Performing Arts Inc	NY	\$227,496	Key Employee	\$24,938	\$24,983	2023
Voice Of The City	IL	\$228,121	Vp Of Teachi	\$36,147	\$37,280	2025
Atlantic Black Box	ME	\$228,481	Executive Di	\$86,426	\$93,191	2024
Parallel Studios Inc	NM	\$228,761	Executive Di	\$27,720	\$33,053	2023
Images A Festival Of The Arts Inc	FL	\$228,794	Executive Director	\$2,019	\$2,042	2024
Friends Of Hauberg Civic Center Foundation	IL	\$212,274	Executive Director	\$51,312	\$55,926	2023
The North Carolina Association For The	NC	\$212,096	Executive Director	\$63,835	\$69,195	2025

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	251 organizations. Compensation range \$377–\$308,559; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$220,712); for reference, expenses \$397,649 and assets \$55,515. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Laura Lo Forti, reported title " <i>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	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	98 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	96 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 (Laura Lo Forti) 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 13, 2026, comparing compensation against 251 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$103,725 is reasonable (approximately the 98th 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 13, 2026.