

Museum Of Deaf History Arts And Culture

Executive Director / CEO

EIN 486282776
 KS · NTEE A59Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Kim Anderson, Executive Director / CEO** (\$45,833) against **every comparable organization** that fit the selection criteria — **749** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

Benchmarked executive: Kim Anderson — reported title “Co-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 (A59Z).
BUDGET	Total revenue between \$83,553 and \$187,060 — 0.67x to 1.50x the subject's \$124,707 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

749 organizations qualified on sector, size, and geography → **749** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,194	\$12,033	\$25,558	\$43,122	\$59,870	\$45,833
---------	----------	----------	----------	----------	-----------------



● 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 KS 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
Small Steps Nurturing Center Foundation	TX	\$124,777	Executive Director	\$9,640	\$8,926	2023
Shakespearean Youth Theater Company	MN	\$124,596	Managing Director	\$36,000	\$32,927	2023
Captain Avery Museum Inc	MD	\$124,562	Executive Director	\$46,688	\$40,403	2023
East End African American Museum	NY	\$124,562	Executive Di	\$20,000	\$16,729	2023
International Royal Order Of Jesters Inc	IN	\$124,859	Executive Director	\$11,040	\$10,467	2024
Dance Notation Bureau Inc	NY	\$124,898	Executive Director - Vice President	\$5,275	\$4,412	2023
Susan B Anthony Birthplace Museum Inc	MA	\$124,399	Executive Director	\$70,000	\$56,555	2024
Granby Community Access And Media Inc	MA	\$124,269	Executive Director	\$25,449	\$20,561	2024
Golden Tones Inc	MA	\$125,163	Exec Director	\$66,096	\$53,401	2024
Greater Rochester Arts And Cultural Trust	MN	\$125,170	Ceo	\$15,007	\$13,332	2024
Bloomfield Access Television	CT	\$124,200	Executive Director	\$67,813	\$57,165	2024
Denver Ballet Theatre	CO	\$124,128	Artistic Director	\$40,000	\$35,503	2023
Ballet Afsaneh Art & Culture Society	CA	\$124,017	Executive Director	\$19,500	\$15,139	2024
Kyl Dancers Inc	PA	\$125,561	Executive Director	\$42,500	\$38,106	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Studio Place Arts Inc	VT	\$123,837	Executive Director	\$65,805	\$59,550	2024
The Golandsky Institute Inc	NY	\$125,617	President	\$16,635	\$13,914	2023
Codington County Historical Society	SD	\$123,793	Museum Director	\$49,778	\$50,852	2023
Chsee Inc	NY	\$123,771	Treasurer	\$4,760	\$3,867	2024
500 Sails	MP	\$125,662	Executive Dir.	\$61,475	\$59,711	2024
Life On Art	CA	\$125,745	Executive Director (Start 7/2024)	\$76,154	\$59,123	2024
The Walter Hive	AZ	\$123,495	Executive Director	\$75,790	\$67,469	2023
Masscreative Inc	MA	\$125,953	Executive Di	\$83,203	\$67,222	2024
Cca North Corporation	NH	\$126,000	Vice-president	\$11,414	\$9,476	2024
All Cultures Equal Inc	IA	\$123,407	Executive Dir.	\$14,300	\$14,493	2023
The Star Spangled Banner	MD	\$126,011	Executive Director	\$56,923	\$47,847	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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 749 organizations. Compensation range \$208–\$400,783; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$124,707); for reference, expenses \$211,502 and assets \$1,183,607. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Kim Anderson, reported title " <i>Co-Executive Director</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	19 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	77 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	79 th
All sources (D + E + F), adjusted	73 rd

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 (Kim Anderson) 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 749 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,833 is reasonable (approximately the 77th 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.