

Arts & Sciences Center Inc

Executive Director / CEO

EIN 510447372
 HI · NTEE B02
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Gail Clarke, Executive Director / CEO** (\$13,425) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

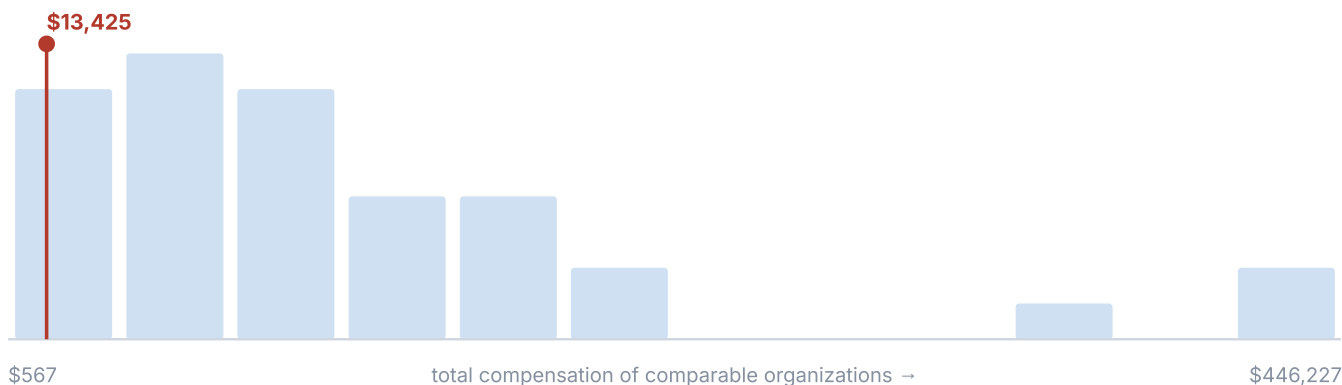
Benchmarked executive: Gail Clarke — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B02).
BUDGET	Total revenue between \$301,696 and \$675,439 — 0.67x to 1.50x the subject's \$450,293 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B02), nationwide + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,471	\$54,034	\$87,759	\$148,981	\$194,636	\$13,425
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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 HI 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
Choice Charter School Services Inc	FL	\$448,050	Director	\$117,500	\$119,753	2024
Christian School Management Association	OH	\$453,320	Executive Director	\$128,498	\$152,014	2023
Community Support Services Organization	CA	\$447,037	Ceo	\$77,075	\$74,337	2023
Electrify Dc	DC	\$456,187	President/ex	\$54,375	\$51,766	2024
Edwell Inc	TX	\$443,748	Executive Dir.	\$128,333	\$139,271	2024
Register Of Professional	IN	\$471,174	Executive Di	\$136,500	\$156,167	2024
Drma Foundation	OH	\$477,170	Secretary/treas	\$1,074	\$1,234	2024
Center For Science Technology And Leadership Development Inc	NC	\$477,267	Executive Director	\$79,500	\$89,118	2024
South Carolina District Data Governance	SC	\$405,000	Executive Director	\$20,000	\$22,636	2024
Fueled Schools Inc	TX	\$498,686	Director Ceo And Founder	\$123,426	\$133,946	2024
Uaeyc	UT	\$400,554	Executive Di	\$47,472	\$54,268	2023
Muflehun	DC	\$502,870	Executive Director And Member, Board Of Directors	\$64,348	\$61,261	2024
Charter System Foundation Inc	GA	\$512,407	Executive Dir.	\$178,060	\$199,972	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vermont Learning Collaborative Inc	VT	\$384,730	Executive Dir.	\$65,983	\$70,194	2025
Public Montessori In Action International	MA	\$519,929	Executive Director	\$92,400	\$87,759	2025
Seeds & Water Foundation Inc	FL	\$377,711	President & Treasurer	\$13,112	\$13,364	2024
Montessori Elementary Teacher Training Collaborative Inc	MA	\$376,148	President	\$23,925	\$23,325	2024
17170 Bernardo Center Llc	CA	\$527,110	President & Ceo	\$12,676	\$11,875	2024
Military Cyber Professionals Assn Inc	VA	\$371,615	Chief Operating Officer	\$175,002	\$183,316	2024
Choice Filled Lives Network Inc	GA	\$531,233	Ceo/director	\$166,182	\$186,633	2023
Zworks	IN	\$368,977	Executive Director	\$70,000	\$80,086	2024
Students Prepared To Succeed	MN	\$539,516	Executive Director	\$136,145	\$145,947	2024
Open Syllabus Inc	NY	\$348,291	President And Treasurer	\$173,819	\$170,401	2024
Gradient Learning	CA	\$342,635	Executive Director	\$462,663	\$446,227	2023
Auburn University Real Estate	AL	\$341,851	President	\$350,949	\$411,329	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to HI 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 HI 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	35 organizations. Compensation range \$567–\$446,227; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$450,293); for reference, expenses \$287,889 and assets \$2,041,319.
ROLE MATCH	Gail Clarke, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	14 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	11 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 (Gail Clarke) 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 35 similarly situated organizations (Same NTEE sector (B02), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,425 is reasonable (approximately the 14th 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.