

Baltimore Festival Of The Arts Inc

Executive Director / CEO

EIN 521559145
 MD · NTEE A200
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Donna Drew Sawyer, Executive Director / CEO** (\$8,692) against **every comparable organization** that fit the selection criteria — **222** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

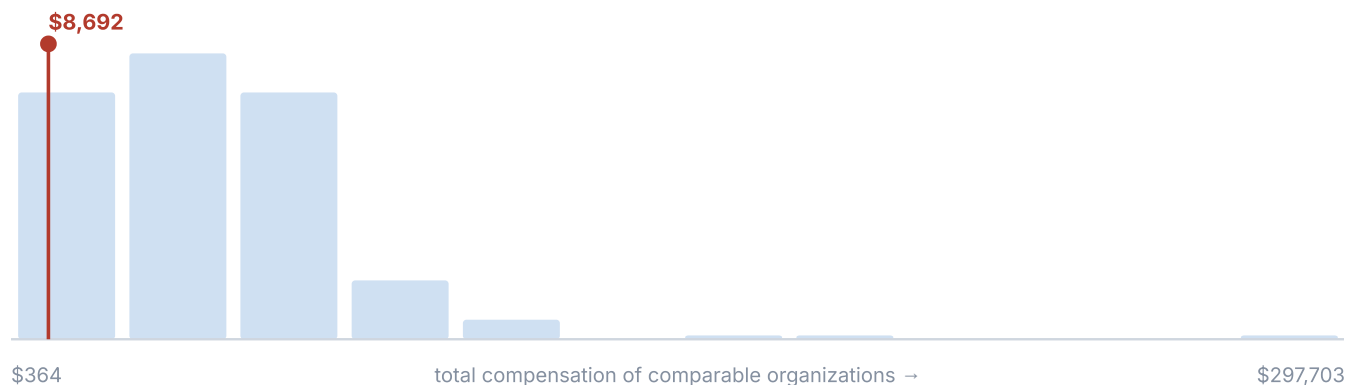
Benchmarked executive: Donna Drew Sawyer — reported title “CEO (THROUGH 1/2023)”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A200).
BUDGET	Total revenue between \$133,939 and \$299,865 — 0.67x to 1.50x the subject's \$199,910 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

222 organizations qualified on sector, size, and geography → **222** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,207	\$22,807	\$43,079	\$60,076	\$74,672	\$8,692
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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 MD 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
Empact Inc	NY	\$198,656	President	\$5,000	\$4,694	2024
Triangle Arts Association Limited	NY	\$201,266	Executive Director	\$76,004	\$71,353	2024
Kunqu Society Inc	NY	\$201,314	President/board Director	\$13,110	\$11,991	2025
Soon Is Now Inc	NY	\$201,440	Secretary	\$1,500	\$1,408	2024
Arc Athens Inc	NY	\$201,717	Executive Director	\$46,065	\$43,246	2024
Charles Houston Cultural Project Inc	MA	\$197,585	President	\$16,798	\$15,683	2024
The Roustabouts	CA	\$202,254	Ceo	\$5,720	\$5,283	2023
Fine Arts Fiesta Inc	PA	\$202,405	Exec Director	\$16,500	\$17,095	2024
The Wow Flower Project	CA	\$202,883	Board Of Trustee	\$14,000	\$12,931	2023
Volunteer Odyssey	TN	\$196,873	Executive Director	\$67,379	\$73,583	2024
Artstillery	TX	\$202,962	Treasurer	\$59,888	\$64,078	2023
Siskiyou County Arts Council	CA	\$203,220	Executive Dir.	\$48,146	\$43,193	2024
Jookender Community Initiatives Inc	MA	\$204,182	Ceo & Program Director	\$44,400	\$40,384	2025
Markeim Arts Center	NJ	\$205,115	Vice President	\$6,400	\$5,936	2024
Old Post Office Museum And Art Center	TX	\$205,262	Executive Dir.	\$26,658	\$27,704	2024
Art Pot	SC	\$205,365	Executive Dir.	\$75,184	\$81,489	2024
Readingfilmfest	PA	\$205,712	Executive Di	\$76,000	\$78,741	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Philadelphia Folklore Project	PA	\$193,855	Executive Di	\$13,000	\$13,469	2024
Deaf Performing Artists Network	MI	\$206,250	President	\$44,000	\$47,184	2024
The Scandinavian Cultural Center And	MA	\$206,477	Director	\$5,540	\$5,172	2024
Arts Center In Orange Inc	VA	\$192,812	Executive Director	\$52,500	\$52,665	2024
Virginia Hispanic Chamber Foundation	VA	\$207,211	President & Ceo	\$30,000	\$30,094	2024
Sound Affects Music	CO	\$207,552	Executive Director	\$49,999	\$51,281	2023
The Genesis Collective Inc	PA	\$207,690	Executive Dir.	\$45,833	\$47,486	2024
North Bend Downtown Foundation	WA	\$191,687	Executive Director	\$75,164	\$69,916	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	222 organizations. Compensation range \$364–\$297,703; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$199,910); for reference, expenses \$197,730 and assets \$761,471.
ROLE MATCH	Donna Drew Sawyer, reported title " <i>CEO (THROUGH 1/2023)</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 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	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 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 (Donna Drew Sawyer) 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 222 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,692 is reasonable (approximately the 9th 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.