

# Monica Bill Barnes & Company Inc

Executive Director / CEO

EIN 611524101

NY · NTEE A20

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Monica Bill Barnes, Executive Director / CEO** (\$105,761) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Monica Bill Barnes — reported title “FOUNDER/ARTISTIC DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (A20).

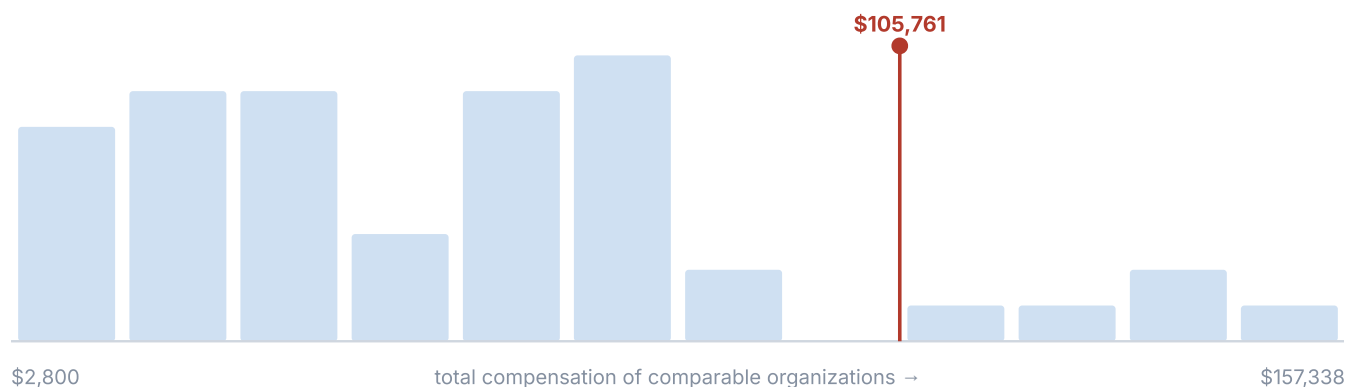
**BUDGET** Total revenue between \$300,943 and \$673,753 — 0.67x to 1.50x the subject's \$449,169 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A20) + NY + budget 0.67–1.5x revenue.

**45** organizations qualified on sector, size, and geography

→ **45** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,590

\$26,253

\$53,981

\$70,931

\$100,312

**\$105,761**



## ■ 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 NY 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="#">Scool Sounds Inc</a>	NY	\$447,788	Executive Dir.	\$70,702	<b>\$70,702</b>	2024
<a href="#">Center For Latter-day Saint Arts Inc</a>	NY	\$438,859	Executive Director	\$144,410	<b>\$144,410</b>	2024
<a href="#">Parent Child Relationship Association Inc</a>	NY	\$459,625	Executive Director	\$57,487	<b>\$57,487</b>	2024
<a href="#">World Around Inc</a>	NY	\$461,660	Executive Director	\$120,000	<b>\$123,544</b>	2023
<a href="#">Northern Manhattan Arts Alliance Inc</a>	NY	\$468,488	Executive Director	\$84,423	<b>\$86,917</b>	2023
<a href="#">Rochester Folk Art Guild Inc</a>	NY	\$427,098	Treasurer	\$15,000	<b>\$15,443</b>	2023
<a href="#">Main Street Arts Inc</a>	NY	\$424,719	Executive Director & Curator	\$81,818	<b>\$84,235</b>	2023
<a href="#">Unity Earth Inc</a>	NY	\$473,855	Treasurer & C.f.o.	\$33,750	<b>\$34,747</b>	2023
<a href="#">Montez Press Arts Inc</a>	NY	\$479,513	Ex-officio Board Mem	\$75,532	<b>\$75,532</b>	2024
<a href="#">Hudson River Music Hall Productions Inc</a>	NY	\$483,329	Managing Director	\$60,000	<b>\$60,000</b>	2024
<a href="#">Media Art Xploration Inc</a>	NY	\$484,096	Director	\$52,000	<b>\$53,536</b>	2023
<a href="#">Pesvebi Inc</a>	NY	\$412,518	President	\$2,800	<b>\$2,800</b>	2024
<a href="#">Catskill Art Society Inc</a>	NY	\$411,785	Executive Director	\$70,000	<b>\$72,068</b>	2023
<a href="#">Coming Together Festival Of Dance &amp;</a>	NY	\$399,596	Executive Director	\$25,064	<b>\$25,804</b>	2023
<a href="#">Artistic Freedom Initiative Inc</a>	NY	\$393,958	Co-executive Director &	\$157,338	<b>\$157,338</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
			Secretary			
<a href="#">Traditional Arts In Upstate New York In</a>	NY	\$514,530	Executive Director	\$35,038	<b>\$36,073</b>	2023
<a href="#">Ugly Duckling Presse Ltd</a>	NY	\$381,176	Press Manager	\$58,125	<b>\$58,125</b>	2024
<a href="#">Statement Arts Inc</a>	NY	\$379,950	Secretary	\$60,818	<b>\$60,818</b>	2024
<a href="#">The Roxbury Arts Group Inc</a>	NY	\$525,545	Executive Dir.	\$62,424	<b>\$62,424</b>	2024
<a href="#">Glyndebourne America Inc Co</a> <a href="#">The Law Offices Of Richard M Block</a>	NY	\$527,441	Treasurer	\$38,321	<b>\$38,321</b>	2024
<a href="#">Rockaway Film Festival</a>	NY	\$534,848	Managing Director	\$31,248	<b>\$31,248</b>	2024
<a href="#">Fourth Arts Block Inc</a>	NY	\$535,969	Executive Director	\$52,432	<b>\$53,981</b>	2023
<a href="#">Space On The Farminc</a>	NY	\$359,689	Executive Director (Left 2024)	\$70,750	<b>\$70,750</b>	2024
<a href="#">The Brooklyn Steppers Inc</a>	NY	\$359,620	Executive Director	\$41,500	<b>\$40,430</b>	2025
<a href="#">Open Future Institute</a>	NY	\$541,342	Co-founder & Executive Director	\$106,108	<b>\$109,242</b>	2023

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

## ● Sample, role match & sensitivity

PEER COUNT	45 organizations. Compensation range \$2,800–\$157,338; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$449,169); for reference, expenses \$473,309 and assets \$413,327.
ROLE MATCH	Monica Bill Barnes, reported title "FOUNDER/ARTISTIC DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	89 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	89 <sup>th</sup>
Reportable pay only (column D), adjusted	91 <sup>st</sup>
All sources (D + E + F), adjusted	89 <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 (Monica Bill Barnes) 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 45 similarly situated organizations (Same NTEE sector (A20) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$105,761 is reasonable (approximately the 89<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.