

# Indiana Glass Arts Alliance Inc

Executive Director / CEO

EIN 61155529

IN · NTEE A25

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Lisa Pelo, Executive Director / CEO** (\$77,948) against **every comparable organization** that fit the selection criteria — **161** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81<sup>st</sup>** percentile of comparable organizations

within the typical range

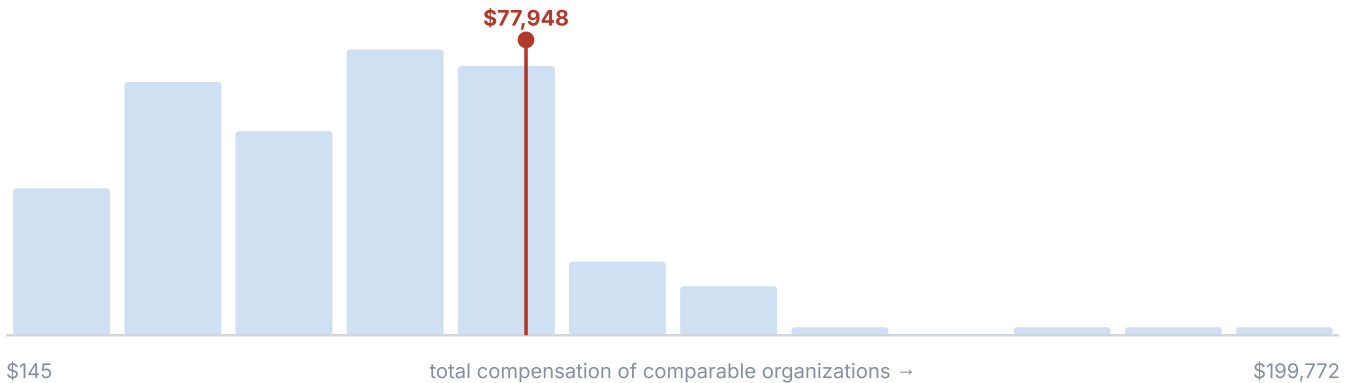
**Benchmarked executive:** Lisa Pelo — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A25).
BUDGET	Total revenue between \$248,074 and \$555,391 — 0.67x to 1.50x the subject's \$370,261 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A25), nationwide + budget 0.67–1.5x revenue.

**161** organizations qualified on sector, size, and geography → **161** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,476	\$28,880	\$53,716	\$70,813	\$84,501	<b>\$77,948</b>
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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 IN 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="#">The Arts Center At Fountain Park</a>	SC	\$369,447	Executive Director	\$117,400	<b>\$116,140</b>	2024
<a href="#">Spark Arts Ignite Learning</a>	MT	\$367,110	Executive Director	\$66,917	<b>\$68,401</b>	2024
<a href="#">Art House San Clemente</a>	CA	\$373,922	Executive Director	\$79,995	<b>\$67,437</b>	2023
<a href="#">Foluke Cultural Arts Center Inc</a>	OH	\$375,344	Executive Director	\$41,250	<b>\$42,653</b>	2023
<a href="#">Iowa Art Works Inc</a>	IA	\$375,444	Executive Director	\$69,487	<b>\$72,148</b>	2024
<a href="#">Arts On Alexander</a>	TX	\$376,034	Exec & Artistic Director	\$20,000	<b>\$18,482</b>	2025
<a href="#">Storyark</a>	MN	\$363,947	Executive Di	\$70,000	<b>\$65,589</b>	2024
<a href="#">California State Band Championships</a>	CA	\$361,770	President	\$6,000	<b>\$4,786</b>	2025
<a href="#">Tizmoret Inc</a>	MA	\$361,017	President	\$2,000	<b>\$1,704</b>	2024
<a href="#">Electronic Music Education And Preservation Project</a>	PA	\$380,726	Executive Director	\$65,000	<b>\$61,467</b>	2024
<a href="#">The Art Experience Inc</a>	MI	\$358,089	Executive Director	\$46,165	<b>\$45,185</b>	2024
<a href="#">Arts For All Nevada</a>	NV	\$384,474	Executive Director	\$67,771	<b>\$64,417</b>	2024
<a href="#">Thru Guidance Ministries Inc</a>	CA	\$355,744	Executive Director	\$139,571	<b>\$114,285</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Community Rejuvenation Project Inc</a>	CA	\$355,178	President & Ceo	\$70,460	<b>\$59,399</b>	2023
<a href="#">Developing Artist Collaboration</a>	DE	\$385,868	Founder	\$48,312	<b>\$44,858</b>	2024
<a href="#">Moezart Productions Inc</a>	AZ	\$353,787	Presidentceo	\$20,400	<b>\$18,604</b>	2024
<a href="#">Fine Art Miracles Inc</a>	PA	\$350,924	President	\$77,420	<b>\$73,212</b>	2024
<a href="#">The Music Education Initiative</a>	AR	\$350,517	Founder	\$96,195	<b>\$105,562</b>	2023
<a href="#">Aspire Creative Arts Program</a>	CA	\$394,076	President	\$13,033	<b>\$10,987</b>	2023
<a href="#">Coupeville Arts Center</a>	WA	\$344,715	Executive Director	\$55,170	<b>\$48,222</b>	2023
<a href="#">Hogfish Maine</a>	ME	\$340,928	Executive Director	\$3,570	<b>\$3,390</b>	2024
<a href="#">European American Musical Alliance Inc</a>	NY	\$399,727	Director	\$59,693	<b>\$52,660</b>	2023
<a href="#">Nw Film Camp</a>	CA	\$340,757	President	\$9,562	<b>\$7,830</b>	2024
<a href="#">Salt Lake Music School Foundation</a>	UT	\$339,397	Executive D	\$4,089	<b>\$3,968</b>	2024
<a href="#">Famfrequency Productions Inc</a>	PA	\$401,307	Ceo	\$33,083	<b>\$31,285</b>	2024

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

## ■ Sample, role match & sensitivity

PEER COUNT **161** organizations. Compensation range \$145–\$199,772; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$370,261); for reference, expenses \$363,532 and assets \$71,809.
ROLE MATCH	Lisa Pelo, reported title "EXECUTIVE DI", 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	81 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	75 <sup>th</sup>
Reportable pay only (column D), adjusted	82 <sup>nd</sup>
All sources (D + E + F), adjusted	78 <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 (Lisa Pelo) 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 10, 2026, comparing compensation against 161 similarly situated organizations (Same NTEE sector (A25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$77,948 is reasonable (approximately the 81<sup>st</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 10, 2026.