

Arca Images Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Alexa Kuve, Executive Director / CEO** (\$72,000) 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 **71st** percentile of comparable organizations

within the typical range

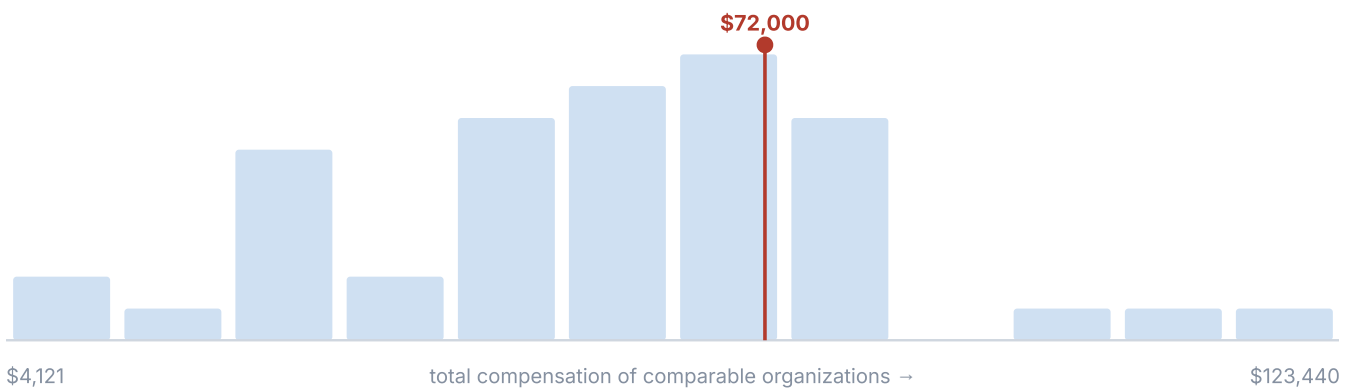
Benchmarked executive: Alexa Kuve — reported title “PRESIDENT/TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A61).
BUDGET	Total revenue between \$299,170 and \$669,784 — 0.67x to 1.50x the subject's \$446,523 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A61), nationwide + 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



\$28,559	\$44,219	\$60,764	\$72,945	\$83,083	\$72,000
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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 FL 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
Inner Arbor Trust Inc	MD	\$448,267	President Ceo	\$60,000	\$59,712	2024
Hancock County Auditorium Associates	ME	\$443,154	Exec Director	\$68,072	\$74,702	2023
Links Hall Inc	IL	\$429,725	Executive Director	\$75,935	\$77,419	2025
Pentangle Council On The Arts	VT	\$428,698	Executive Di	\$65,772	\$70,470	2024
Methuen Memorial Music Hall Inc	MA	\$426,660	Executive Dir.	\$75,000	\$71,742	2024
A Magical Journey Thru Stages Inc	NY	\$466,527	Executive Director	\$57,292	\$55,109	2024
Wild Project Productions Inc	NY	\$469,319	Secretary/producing Director	\$28,080	\$27,010	2024
Theater Alliance Of Washington Dc	DC	\$421,630	Executive Dir.	\$34,941	\$32,639	2024
Serendipity Theatre Company	IL	\$491,454	Artist Director	\$70,797	\$74,090	2024
Ironwood Theatre Inc	MI	\$492,096	Theatre Manager	\$53,333	\$58,598	2024
Open Eye Theatre	MN	\$388,300	Executive Dir.	\$79,040	\$83,137	2024
Renaissance Art Center Inc	ID	\$505,996	Executive Director	\$48,000	\$52,954	2025
Lucas Theatre For The Arts Inc	GA	\$382,223	President	\$51,466	\$56,712	2023
Auburn State Theatre Incorporated	CA	\$377,695	Board Member	\$34,220	\$30,644	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Southeast Community Cultural Center Inc	GA	\$377,395	Board Member	\$42,000	\$44,953	2024
The Lyric Council Inc	VA	\$376,411	Executive Director (Current)	\$41,789	\$44,219	2023
Sacramento Comedy Spot	CA	\$375,894	Executive Dir.	\$64,480	\$61,020	2023
Berkeley Art Center Association	CA	\$368,725	Executive Dir.	\$66,107	\$60,764	2024
Bas Melech Performing Arts Center Inc	MD	\$367,473	President & Ceo	\$81,250	\$83,248	2023
Knox Partnership For Arts And	OH	\$364,326	Managing Director	\$54,276	\$63,001	2023
Gunston Hall Foundation	VA	\$359,689	Executive Director	\$29,312	\$30,127	2024
Center For Performance Research Inc	NY	\$534,692	Executive Director	\$83,814	\$83,002	2023
Horton Plaza Theatres Foundation	CA	\$356,435	Executive Director	\$77,000	\$70,777	2024
Fergus Falls Center For The Arts Inc	MN	\$536,687	Executive Dir.	\$69,351	\$72,945	2024
Playhouse 46 Inc	NY	\$353,103	Executive Director	\$65,000	\$64,370	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 **45** organizations. Compensation range \$4,121–\$123,440; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$446,523); for reference, expenses \$338,299 and assets \$135,851.
ROLE MATCH	Alexa Kuve, reported title " <i>PRESIDENT/TREASURER</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	71 st
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	64 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 (Alexa Kuve) 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 45 similarly situated organizations (Same NTEE sector (A61), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,000 is reasonable (approximately the 71st 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.