

Oklahomans For The Arts Inc

Executive Director / CEO

EIN 731405930
 OK · NTEE A010
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Tonnie Dosser, Executive Director / CEO** (\$65,000) against the **2000** closest of **2,694** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

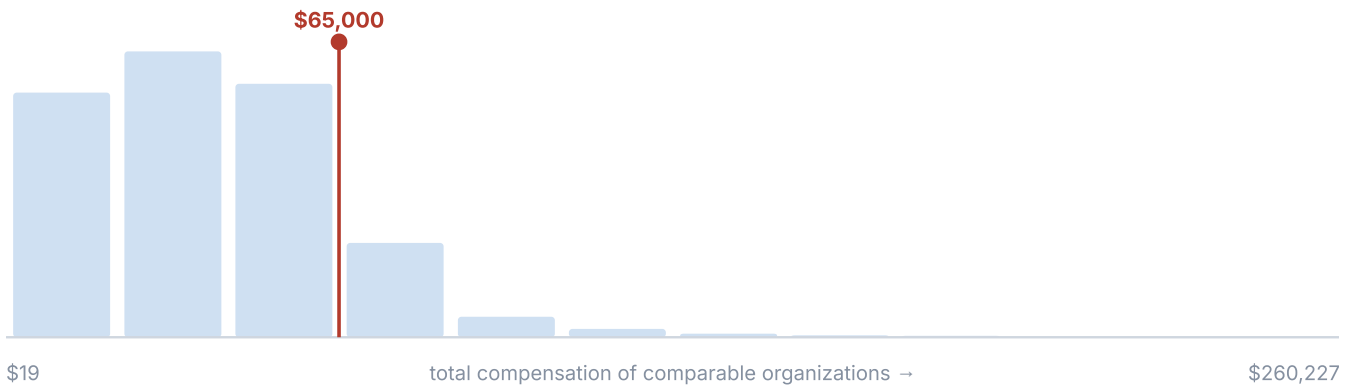
Benchmarked executive: Tonnie Dosser — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A010).
BUDGET	Total revenue between \$169,656 and \$379,827 — 0.67x to 1.50x the subject's \$253,218 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

2,694 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$7,129	\$20,106	\$37,469	\$54,696	\$71,421	\$65,000
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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 OK 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
Community School Of The Arts	TN	\$253,244	Executive Director	\$80,738	\$77,072	2024
Schaumburg On Stage	IL	\$253,256	Program Dire	\$6,587	\$5,881	2024
Arlington Artists Alliance	VA	\$253,157	Exec Dir	\$61,352	\$53,797	2024
Mariachi Womens Foundation	CA	\$253,146	Executive Dir.	\$50,000	\$40,368	2023
Standing Bear Native American Foundation Inc	OK	\$253,128	Executive Director	\$7,200	\$7,200	2024
Reckoning Inc	KY	\$253,107	President Executive Director	\$66,950	\$67,252	2023
Lyric Opera Of The North	MN	\$253,372	Artistic Dir	\$45,600	\$40,920	2024
Denver Architecture Foundation	CO	\$253,046	Executive Dir.	\$66,975	\$60,045	2023
Screamfest Horror Film Festival	CA	\$253,413	Co-director	\$41,600	\$33,586	2023
Circo Zero	CA	\$253,415	Artistic Director/treasurer	\$46,100	\$36,151	2024
Common Ground Theatre	CA	\$252,965	Artist Director	\$30,280	\$23,745	2024
Lincoln Crossroads Festival	NE	\$253,480	Board President	\$2,200	\$2,212	2023
Taylor County History Center	TX	\$252,908	Executive Director	\$71,308	\$64,779	2024
Imperial Calcasieu Museum Inc	LA	\$253,539	Executive Dir.	\$50,000	\$51,477	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Destination Downtown Lancaster Inc	OH	\$252,889	Executive Di	\$69,150	\$68,479	2023
Museum Of The San Ramon Valley	CA	\$253,557	Executive Dir	\$51,618	\$41,674	2023
Artcore Inc	WY	\$253,622	Executive Director	\$19,800	\$18,759	2025
Brasarte The Damasceno Brazilian Cultural Exchange	CA	\$253,770	Executive Director	\$11,500	\$8,786	2025
Jazz Angel Inc	CA	\$252,644	Executive Dir.	\$101,471	\$79,573	2024
Arts In Motion Studio West Michigan	MI	\$252,632	Executive Director	\$52,000	\$48,743	2024
Agritech Institute For Small	VT	\$253,817	Secretary, T	\$168,494	\$154,017	2024
Majestic Theatre	NH	\$252,553	Treasurer	\$7,475	\$6,454	2023
Lake Washington Symphony Orche	WA	\$253,894	President	\$5,000	\$4,065	2024
Alexander Academy Performing	HI	\$253,930	President	\$20,205	\$16,428	2024
Oconee Cultural Arts Foundation Inc	GA	\$254,029	Executive Di	\$11,735	\$10,716	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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 **2000** organizations. Compensation range \$19–\$260,227; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$253,218); for reference, expenses \$226,368 and assets \$146,886.
ROLE MATCH	Tonnie Dosser, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	50 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	38 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	86 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	84 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 (Tonnie Dosser) 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 2000 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,000 is reasonable (approximately the 86th 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.