

Performing Arts Houston Foundation

Executive Director / CEO

EIN 760347938

TX · NTEE A60I

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Meg Booth, Executive Director / CEO** (\$13,284) against **every comparable organization** that fit the selection criteria — **124** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

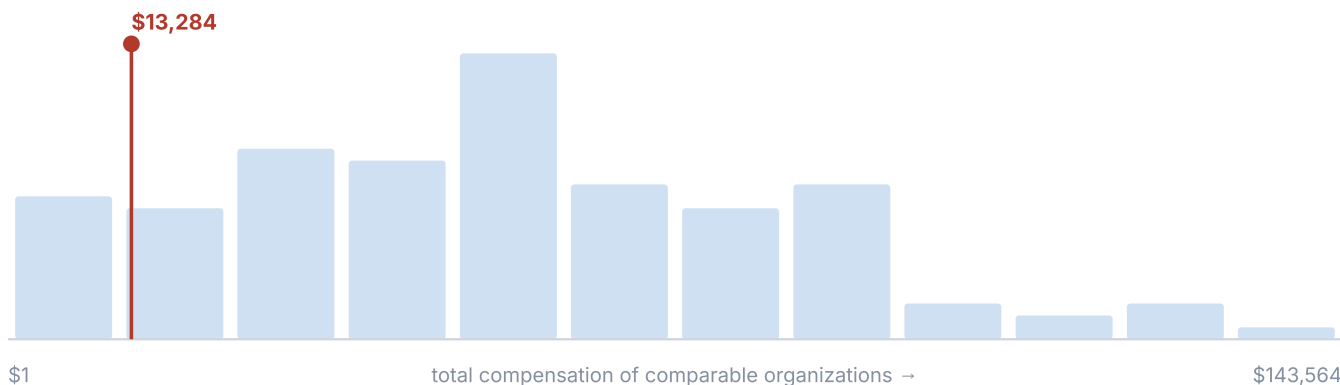
Benchmarked executive: Meg Booth — reported title “CEO - PERFORMING ARTS HOUS”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A60I).
BUDGET	Total revenue between \$333,193 and \$745,954 — 0.67x to 1.50x the subject's \$497,303 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.

124 organizations qualified on sector, size, and geography → **124** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,730	\$29,948	\$52,378	\$72,698	\$92,518	\$13,284
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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 TX 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
Gatherings On The Green Inc	WI	\$501,543	Vice President/interim Exec Dir	\$82,500	\$86,133	2023
Kern Dance Alliance	CA	\$501,948	Executive Dir.	\$112,308	\$94,167	2024
Wr Arts Inc	NY	\$492,198	President	\$66,245	\$58,125	2024
Starling Productions Inc	NY	\$502,696	Executive Director	\$132,655	\$116,395	2024
Vocal Arts Society	DC	\$503,514	Generaldirector	\$110,600	\$97,025	2023
Girls Make Beats Inc	FL	\$504,013	President	\$135,417	\$123,526	2024
Notable Music And Arts Organization	CA	\$490,000	Officer, Director	\$30,000	\$25,154	2024
Marion Art Center Inc	MA	\$487,843	Executive Dir.	\$77,171	\$67,337	2024
Pittsburgh International Folk Arts Institute	PA	\$487,691	Executive Director	\$38,000	\$37,883	2023
New Mexico Jazz Workshop Inc	NM	\$482,828	Director	\$62,345	\$65,111	2024
Cypress Creek Foundation For The	TX	\$482,142	Executive Di	\$67,500	\$65,563	2024
Delaware Shakespeare Festival Inc	DE	\$514,084	Managing Director	\$1,500	\$1,468	2023
Les Delices	OH	\$478,951	Executive Di	\$73,568	\$73,710	2025
Valley Of The Moon Music Festival	CA	\$516,882	Other	\$39,983	\$33,525	2024
Oxford Community Arts Center	OH	\$516,887	Exec Dir	\$51,200	\$52,656	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Phantom Projects Educ Theater	CA	\$516,942	Art Director	\$62,000	\$51,985	2024
Ethel's Foundation For The Arts Inc	NY	\$476,928	Director	\$65,250	\$58,943	2023
Hued Songs Inc	FL	\$475,996	President	\$51,600	\$47,069	2024
Audacity Performing Arts Project Inc	CA	\$520,814	Ceo	\$105,000	\$85,770	2025
Arts Enrichment For All	CA	\$524,890	Ceo	\$67,463	\$56,565	2024
Bitterroot Performing Arts Council Inc	MT	\$468,455	Executive Dir.	\$21,376	\$21,798	2025
Baay	WA	\$528,882	Executive Director	\$59,929	\$52,100	2024
Armory Arts And Music Center	MN	\$530,006	Co-exec. Dir	\$55,650	\$53,394	2024
Artist Series Concerts Of Sarasota	FL	\$533,083	Executive Di	\$12,615	\$11,210	2025
Society Of Voice Arts And Sciences Inc	NY	\$533,346	Chairman & Ceo	\$18,104	\$16,354	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 124 organizations. Compensation range \$1–\$143,564; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$497,303); for reference, expenses \$275,659 and assets \$6,655,285. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Meg Booth, reported title "CEO - PERFORMING ARTS HOUS", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	10 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Meg Booth) 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 124 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,284 is reasonable (approximately the 10th 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.