

Transformative Culture Project Inc

Executive Director / CEO

EIN 800214659
 MA · NTEE A31
 FY ending 2025-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Letia Larok Knight, Executive Director / CEO** (\$82,503) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

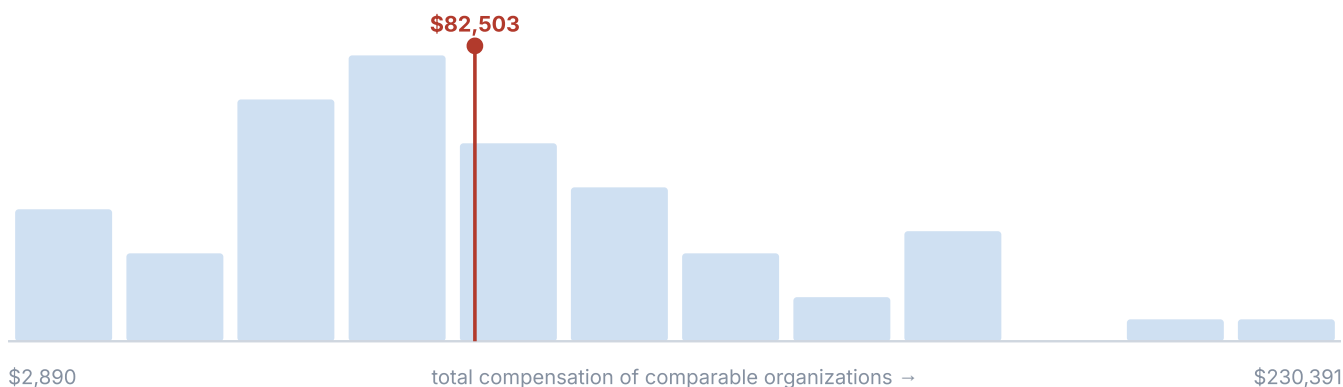
Benchmarked executive: Letia Larok Knight — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A31).
BUDGET	Total revenue between \$292,497 and \$654,846 — 0.67x to 1.50x the subject's \$436,564 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A31), nationwide + budget 0.67–1.5x revenue.

63 organizations qualified on sector, size, and geography → **63** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$31,284	\$52,696	\$72,355	\$111,971	\$152,180	\$82,503
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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 MA 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
Boston Jewish Film Inc	MA	\$436,434	Executive Director	\$107,031	\$109,863	2024
Docs In Progress Inc	MD	\$434,981	Ceo	\$38,785	\$41,419	2024
Dallas Film Society Inc	TX	\$432,873	Chief Executive Officer & Board Member	\$33,333	\$39,212	2023
Giant Screen Cinema Association	NC	\$444,229	Executive Director	\$140,492	\$165,817	2024
Athol-orange Community Television Inc	MA	\$423,553	Executive Director	\$79,940	\$84,479	2023
Phoenix Film Foundation	AZ	\$450,731	Non-voting Exec. Director	\$60,740	\$66,725	2024
Level Ground	CA	\$451,528	Co-director	\$53,999	\$53,262	2024
Schoolyard Films Inc	FL	\$420,840	Executive Director	\$120,000	\$128,768	2024
Friends Of The Garden Theater	MI	\$420,656	Executive Di	\$78,405	\$92,440	2024
Okeefe Educational Media	MS	\$452,634	Executive Director	\$72,800	\$95,351	2023
Let It Ripple Inc	CA	\$454,172	President	\$158,967	\$156,797	2024
The Current Media Inc	LA	\$457,162	Director	\$54,583	\$68,654	2024
Three Generations Inc	NY	\$413,975	Founder	\$67,409	\$69,579	2024
Port Townsend Film Institute	WA	\$412,527	Executive Dir.	\$83,500	\$85,393	2024
Silicon Valley Jewish Film Festival	CA	\$410,985	Executive Director	\$166,001	\$168,571	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pretty Human Inc	CO	\$464,234	President	\$184,500	\$202,082	2024
Rocky Mountain Womens Film Institute	CO	\$465,519	Executive Director	\$84,000	\$89,633	2025
The Film Noir Foundation	CA	\$466,738	President	\$18,450	\$18,198	2024
Video Volunteers	NY	\$469,821	Ceo, Director	\$40,835	\$42,149	2024
Visart Inc	NC	\$400,703	Executive Director	\$39,224	\$46,295	2024
African Film Festivalinc	NY	\$473,315	Director/executive Director	\$3,000	\$3,188	2023
The Kindling Group	IL	\$386,818	Executive Director	\$88,200	\$101,973	2023
Aitysh Usa	CA	\$386,691	Executive Director	\$68,000	\$69,053	2023
Dc Independent Film Festival	DC	\$381,791	Executive Director	\$40,000	\$40,095	2024
Chicago Film Archives Nfp	IL	\$491,724	Executive Dir.	\$77,913	\$87,494	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2025 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 MA 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 63 organizations. Compensation range \$2,890–\$230,391; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$436,564); for reference, expenses \$247,787 and assets \$335,767. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Letia Larok Knight, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 2 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	54 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	54 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 (Letia Larok Knight) 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 63 similarly situated organizations (Same NTEE sector (A31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,503 is reasonable (approximately the 54th 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 10, 2026.