

Ascanio's Purse

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **John Nelson, Executive Director / CEO** (\$15,000) against **every comparable organization** that fit the selection criteria — **1280** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: John Nelson — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A6A).
BUDGET	Total revenue between \$103,651 and \$232,056 — 0.67x to 1.50x the subject's \$154,704 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

1,280 organizations qualified on sector, size, and geography → **1,280** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,359	\$16,790	\$34,432	\$53,645	\$71,188	\$15,000
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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 CO 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
Warbirds Of Glory Museum	MI	\$154,634	President	\$50,058	\$53,884	2023
Souls Grown Deep Community	GA	\$154,807	President	\$222,172	\$232,970	2023
Pinball Edu Inc	MD	\$154,412	Executive Di	\$24,242	\$22,958	2024
South Carolina Cotton Museum Inc	SC	\$155,011	Executive Di	\$33,692	\$36,656	2023
Alleghany Jam	NC	\$155,028	Executive Director	\$53,791	\$54,850	2025
Elios Charitable Foundation	CA	\$155,069	Executive Dir.	\$58,750	\$52,906	2023
Stage Left Theater Association	WA	\$155,129	Managing Director	\$12,000	\$10,883	2024
Voices	CO	\$154,176	Executive Director	\$72,000	\$72,000	2023
Westerly Armory Restoration Inc	RI	\$155,312	Treasurer	\$26,250	\$25,497	2024
Heritage Alliance Of Ne Tn & Sw Va	TN	\$155,315	Director	\$45,478	\$49,854	2023
Zeitgeist Northwest	OR	\$155,341	School Director	\$5,600	\$5,423	2023
Beyond The Grade	TX	\$154,023	Executive Director	\$117,012	\$118,566	2024
West Nebraska Arts Center	NE	\$155,385	Executive Di	\$43,358	\$47,238	2024
Maiden Alley Cinema	KY	\$153,899	Executive Director	\$19,385	\$21,097	2024
Intersectional Arts Inc	CA	\$153,831	President	\$3,375	\$2,952	2024
Mauch Chunk Museum & Cultural	PA	\$153,792	Secretary/tr	\$17,181	\$17,356	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Detroit Performing Artists Inc	MI	\$153,760	Executive Di	\$21,186	\$22,805	2023
Lightbox Film Center	PA	\$153,749	Board Director	\$21,000	\$21,214	2024
Pax Amicus Foundation	NJ	\$155,661	President	\$12,000	\$10,853	2024
Warren County Historical Society	PA	\$155,664	Executive Director	\$39,287	\$40,858	2023
Womens Chorus Of Dallas	TX	\$155,690	General Manager	\$1,934	\$1,909	2025
Tubatulabals Of Kern Valley	CA	\$155,709	Chairman	\$4,840	\$4,233	2024
Quakertown Alive	PA	\$155,888	Executive Director	\$67,022	\$67,703	2024
Hastings Museum Foundation Inc	NE	\$153,425	Executive Di	\$62,000	\$69,544	2023
American Dance Machine For The 21st Century	NY	\$153,425	President	\$5,250	\$4,947	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 1280 organizations. Compensation range \$262–\$290,261; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$154,704); for reference, expenses \$130,845 and assets \$122,645.

ROLE MATCH John Nelson, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	51 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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	22 nd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	21 st

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 (John Nelson) 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 1280 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,000 is reasonable (approximately the 22nd 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.