

Bluebird Cultural Initiative

Executive Director / CEO

EIN 813768917

NE · NTEE A20

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Nicole Benegas, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **292** 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

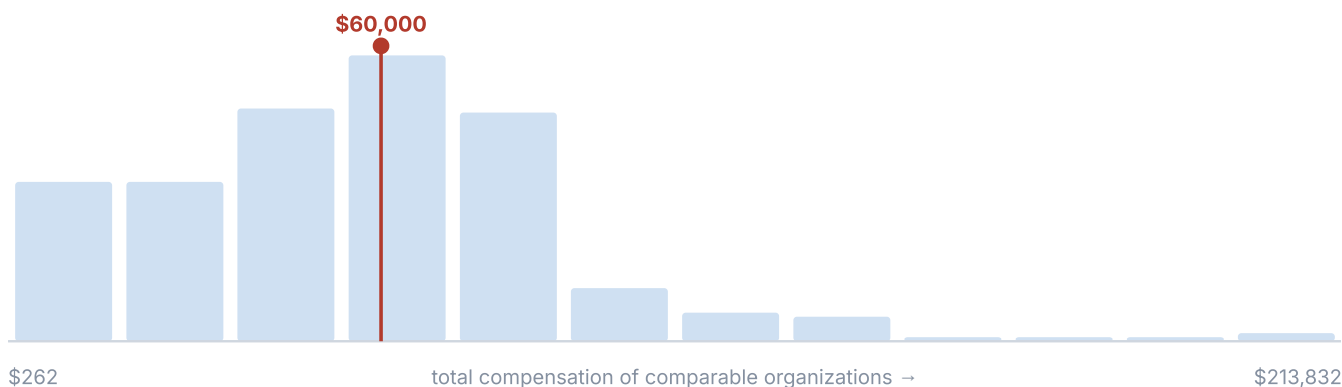
Benchmarked executive: Nicole Benegas — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A20).
BUDGET	Total revenue between \$332,198 and \$743,728 — 0.67x to 1.50x the subject's \$495,819 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

292 organizations qualified on sector, size, and geography → **292** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,597	\$33,624	\$56,575	\$74,481	\$89,818	\$60,000
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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 NE 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
Odunde Inc	PA	\$493,610	Executive Dir.	\$85,000	\$78,810	2024
18th Street Casa De Cultura Nfp	IL	\$498,198	Co-director	\$14,400	\$13,162	2024
Christian Youth Theater Portland Vancouver	OR	\$498,695	Managing Director - Bod Member	\$49,665	\$44,148	2023
Tulsa Glass Blowing Studio Inc	OK	\$492,597	Executive Director	\$75,459	\$77,254	2024
Asociacion Acirc Corp	PR	\$499,521	Executive Director	\$72,148	\$72,148	2024
Lions & Rabbits Center For The Arts	MI	\$500,162	President/executive Direct	\$50,000	\$49,400	2023
Global Social Services	OH	\$491,353	Chairman Of The Board	\$3,150	\$3,102	2024
Hyde Park Jazz Festival	IL	\$490,212	Executive Director	\$70,000	\$63,984	2024
Hagood Mill Foundation	SC	\$488,532	Executive Di	\$62,400	\$60,525	2024
Comunidad Y Herencia Cultural	OR	\$505,488	Executive Dir.	\$48,000	\$41,444	2024
Oregon Center For Contemporary Art Inc	OR	\$505,715	Executive Director	\$96,321	\$85,622	2023
George A Spiva Center For The Arts	MO	\$506,005	Director	\$93,462	\$92,037	2024
Media Art Xploration Inc	NY	\$484,096	Director	\$52,000	\$44,978	2023
Sacred Dance Foundation	CA	\$507,567	President	\$27,176	\$21,818	2024
Hudson River Music Hall Productions Inc	NY	\$483,329	Managing Director	\$60,000	\$50,409	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Montez Press Arts Inc	NY	\$479,513	Ex-officio Board Mem	\$75,532	\$63,458	2024
Boulder Dance Coalition	CO	\$512,408	Manager	\$45,000	\$40,118	2024
Columbia Festival Inc	MD	\$478,660	Managing Director	\$60,394	\$52,496	2024
Luminaria	TX	\$478,477	Executive Dir.	\$73,172	\$70,063	2023
Good Shepherd Radio Inc	IN	\$478,421	President	\$79,156	\$79,903	2023
Traditional Arts In Upstate New York In	NY	\$514,530	Executive Director	\$35,038	\$30,307	2023
Racing Maggie	SD	\$514,812	Director	\$71,657	\$75,700	2023
Colab Arts Inc	NJ	\$476,703	Producing Di	\$59,615	\$48,212	2025
Village Arts Inc	CA	\$517,348	Executive Director	\$76,750	\$63,438	2023
Unity Earth Inc	NY	\$473,855	Treasurer & C.f.o.	\$33,750	\$29,193	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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 292 organizations. Compensation range \$262–\$213,832; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$495,819); for reference, expenses \$408,332 and assets \$116,825.

ROLE MATCH Nicole Benegas, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 5 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)	43 rd
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	52 nd

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 (Nicole Benegas) 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 292 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 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.