PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Iconoclast Artists

Executive Director / CEO

EIN **814170887**
TX · NTEE O50
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Matt Russell, Executive Director / CEO** ($60,000) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 38th percentile of comparable organizations

within the typical range

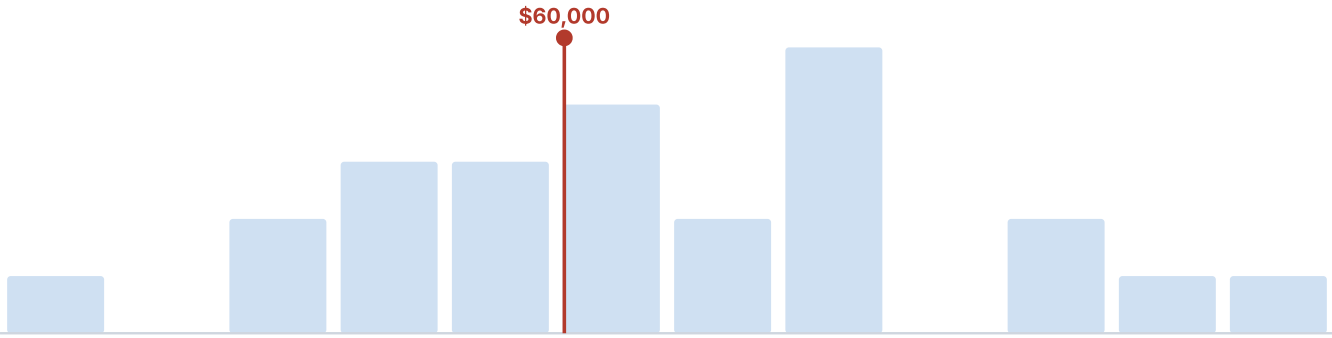
> **Benchmarked executive:** Matt Russell — reported title "Executive Director", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between $243,487 and $545,121 — 0.67× to 1.50× the subject's $363,414 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50) + TX + budget 0.67–1.5× revenue.

24 organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



$2,600 — total compensation of comparable organizations → — $138,277

$37,544	$47,751	$64,833	$88,347	$107,511	$60,000

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 38TH

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
We Can Now Inc	TX	$369,456	President	$73,059	**$73,059**	2023
Standard Of Athletics Association Inc	TX	$372,444	Executive Dir.	$2,600	**$2,600**	2023
Christys Safe Haven	TX	$379,467	President	$85,200	**$82,756**	2024
Rsa Of Dance And Performing Arts	TX	$347,192	Executive Director	$48,000	**$46,623**	2024
Southlake Carroll Lacrosse Assoc	TX	$381,177	Varsity Coach & Program Di	$116,240	**$116,240**	2023
Breitling Performing Arts	TX	$344,458	Board Director, Driver, Set Builder	$48,500	**$47,109**	2024
Real Leadership Obedience Victory And Excellence	TX	$388,000	Direc	$71,875	**$74,822**	2022
Empower 7 Inc	TX	$408,060	Presidentfounder	$36,000	**$34,967**	2024
I Have A Dream Foundation - Dallas	TX	$311,430	Member	$44,844	**$43,557**	2024
Texas Tranquility Estates	TX	$417,506	President	$30,750	**$30,750**	2023
Rockteen Youth Foundation	TX	$266,614	C.o.o.	$50,000	**$52,050**	2022
Girls Embracing Mothers Inc	TX	$463,500	Chair And President	$89,160	**$86,602**	2024
Movie Institute	TX	$258,885	Coo	$55,715	**$54,117**	2024
Teen Lifeline Inc	TX	$470,297	Officer	$108,087	**$108,087**	2023
The Houston Friendship And Wellness	TX	$255,665	Vice Preside	$62,292	**$60,505**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Education Francaise Greater Houston	TX	$475,249	Executive Director	$65,500	**$61,981**	2025
Champions Institute	TX	$251,507	Director	$49,382	**$47,965**	2024
Texas United Fc	TX	$249,719	General Manager	$55,059	**$61,906**	2021
Excellent Teen Choice Inc	TX	$506,855	Executive Director	$91,000	**$88,389**	2024
Challenge Air For Kids And Friends Inc	TX	$518,864	Ceo	$109,303	**$106,167**	2024
Outloud Dallas	TX	$522,692	Co-executive Director	$88,333	**$88,333**	2023
Men & Ladies Of Honor	TX	$528,210	Executive Director	$69,684	**$67,685**	2024
Operation Progress Fort Worth	TX	$537,122	Executive Director	$91,997	**$89,358**	2024
Ignite Mindshift Impact Inc	TX	$544,073	Executive Director, Secretary	$142,361	**$138,277**	2024

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	**24** organizations. Compensation range $2,600–$138,277; filing years 2021–2025.
SIZE BASIS	Matched on total revenue ($363,414); for reference, expenses $398,849 and assets $68,901.
ROLE MATCH	Matt Russell, reported title *"Executive Director"*, 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	**38th**
Total compensation (D + F), as reported (no adjustments)	**42nd**
Reportable pay only (column D), adjusted	**42nd**
All sources (D + E + F), adjusted	**33rd**

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 (Matt Russell) 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 24 similarly situated organizations (Same NTEE sector (O50) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $60,000 is reasonable (approximately the 38th 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.