

Blindspot Collective

Executive Director / CEO

EIN 814843023

CA · NTEE A99

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Blake Mccarty, Executive Director / CEO** (\$21,925) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

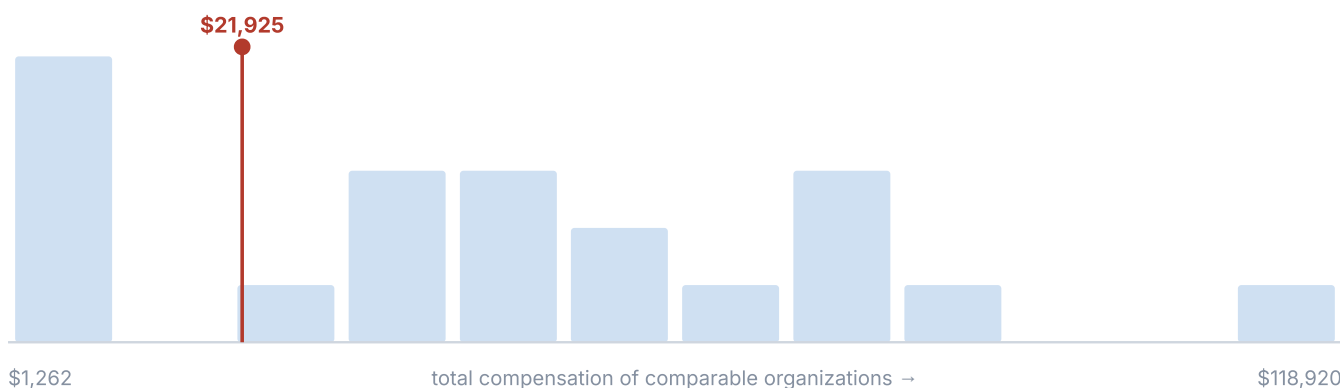
Benchmarked executive: Blake Mccarty — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (A99).
- BUDGET** Total revenue between \$153,509 and \$343,677 — 0.67x to 1.50x the subject's \$229,118 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (A99) + CA + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,080	\$18,864	\$44,533	\$69,697	\$77,011	\$21,925
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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 CA 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
Firehouse Projects	CA	\$220,000	Director	\$75,000	\$75,000	2023
5p Society	CA	\$219,370	Executive Vp	\$50,000	\$48,566	2024
Marin Open Studios	CA	\$212,519	Executive Dir.	\$52,507	\$51,001	2024
Space Cowboys Collective	CA	\$211,775	Chief Executive Officer	\$1,300	\$1,300	2023
Ventura Audubon Society	CA	\$211,531	Director	\$3,789	\$3,680	2024
Broad Room Creative Collective Sacramento	CA	\$211,336	Executive Director	\$41,204	\$40,022	2024
Mariachi Womens Foundation	CA	\$253,146	Executive Dir.	\$50,000	\$50,000	2023
Glendale Arts	CA	\$199,034	Ceo	\$89,804	\$84,979	2025
Studio 395 Foundation	CA	\$265,130	Ceo	\$39,520	\$38,386	2024
Hear Now Music Festival	CA	\$280,055	President And Artistic Direct	\$40,500	\$40,500	2023
Foundation For Critical Thinking	CA	\$163,391	President & Ceo	\$1,299	\$1,262	2024
Filipino American Symphony Orchestra	CA	\$299,219	Executive Director	\$71,936	\$71,936	2023
Vietnamese American Organization - Vao	CA	\$299,478	Executive Director	\$23,209	\$23,209	2023
Chopsticks Alley Art	CA	\$302,349	Executive Director	\$78,375	\$76,126	2024
Elios Charitable Foundation	CA	\$155,069	Executive Dir.	\$58,750	\$58,750	2023
Intersectional Arts Inc	CA	\$153,831	President	\$3,375	\$3,278	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dance Film Sf Inc	CA	\$312,344	Interim Executive Director	\$68,950	\$68,950	2023
Cinestory Inc	CA	\$319,934	Executive Director	\$32,700	\$30,943	2025
Shipyard Trust For The Arts	CA	\$321,074	President Ceo	\$118,920	\$118,920	2023
Los Angeles Indigenous Peoples' Alliance	CA	\$336,000	Director	\$6,000	\$5,828	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	20 organizations. Compensation range \$1,262–\$118,920; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$229,118); for reference, expenses \$212,738 and assets \$351,070.
ROLE MATCH	Blake Mccarty, reported title <i>"Director"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	25 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	25 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 (Blake Mccarty) 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 20 similarly situated organizations (Same NTEE sector (A99) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,925 is reasonable (approximately the 25th 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.