

# Developing Artist Collaboration

Executive Director / CEO

EIN 821214176

DE · NTEE A25

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Leah Beach, Executive Director / CEO** (\$48,312) against **every comparable organization** that fit the selection criteria — **159** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38<sup>th</sup>** percentile of comparable organizations within the typical range

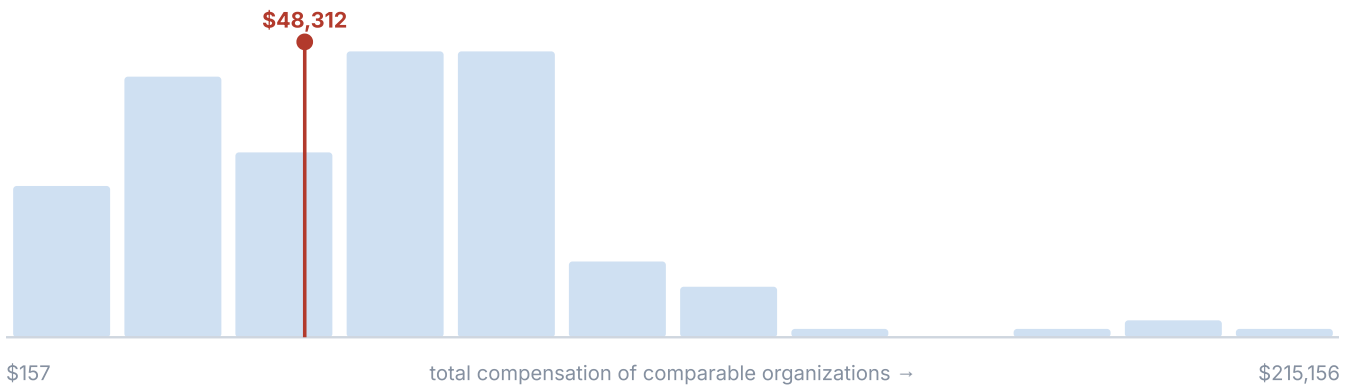
**Benchmarked executive:** Leah Beach — reported title "FOUNDER", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A25).
BUDGET	Total revenue between \$258,531 and \$578,802 — 0.67x to 1.50x the subject's \$385,868 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A25), nationwide + budget 0.67–1.5x revenue.

**159** organizations qualified on sector, size, and geography → **159** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,259	\$30,724	\$59,221	\$79,355	\$92,472	\$48,312
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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 DE 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
<a href="#">Arts For All Nevada</a>	NV	\$384,474	Executive Director	\$67,771	<b>\$69,378</b>	2024
<a href="#">Electronic Music Education And Preservation Project</a>	PA	\$380,726	Executive Director	\$65,000	<b>\$66,200</b>	2024
<a href="#">Aspire Creative Arts Program</a>	CA	\$394,076	President	\$13,033	<b>\$11,833</b>	2023
<a href="#">Arts On Alexander</a>	TX	\$376,034	Exec & Artistic Director	\$20,000	<b>\$19,905</b>	2025
<a href="#">Iowa Art Works Inc</a>	IA	\$375,444	Executive Director	\$69,487	<b>\$77,703</b>	2024
<a href="#">Foluke Cultural Arts Center Inc</a>	OH	\$375,344	Executive Director	\$41,250	<b>\$45,938</b>	2023
<a href="#">Art House San Clemente</a>	CA	\$373,922	Executive Director	\$79,995	<b>\$72,630</b>	2023
<a href="#">European American Musical Alliance Inc</a>	NY	\$399,727	Director	\$59,693	<b>\$56,715</b>	2023
<a href="#">Famfrequency Productions Inc</a>	PA	\$401,307	Ceo	\$33,083	<b>\$33,694</b>	2024
<a href="#">Indiana Glass Arts Alliance Inc</a>	IN	\$370,261	Executive Di	\$77,948	<b>\$83,951</b>	2024
<a href="#">Toshiko Takaezu Foundation Inc</a>	NJ	\$401,851	Executive Director	\$6,912	<b>\$6,303</b>	2024
<a href="#">Truartspeaks</a>	MN	\$401,882	Executive Director	\$86,035	<b>\$89,386</b>	2023
<a href="#">River Arts Of Morrisville Inc</a>	VT	\$402,100	Executive Dir.	\$64,033	<b>\$65,823</b>	2024
<a href="#">The Arts Center At Fountain Park</a>	SC	\$369,447	Executive Director	\$117,400	<b>\$125,084</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Tropicalfete Inc</a>	NY	\$402,617	President	\$2,000	<b>\$1,900</b>	2023
<a href="#">Spark Arts Ignite Learning</a>	MT	\$367,110	Executive Director	\$66,917	<b>\$73,668</b>	2024
<a href="#">True Skool Inc</a>	WI	\$406,107	Co-executive Director	\$82,600	<b>\$88,101</b>	2024
<a href="#">Dorchester Center For The Arts Inc</a>	MD	\$406,347	Executive Di	\$67,150	<b>\$62,463</b>	2025
<a href="#">Marion Community School Of The Arts</a>	IN	\$407,220	Executive Di	\$54,400	<b>\$60,320</b>	2023
<a href="#">Storyark</a>	MN	\$363,947	Executive Di	\$70,000	<b>\$70,640</b>	2024
<a href="#">Hoffman Center</a>	OR	\$409,001	Executive Director	\$75,320	<b>\$73,546</b>	2023
<a href="#">California State Band Championships</a>	CA	\$361,770	President	\$6,000	<b>\$5,155</b>	2025
<a href="#">Tizmoret Inc</a>	MA	\$361,017	President	\$2,000	<b>\$1,835</b>	2024
<a href="#">The Art Experience Inc</a>	MI	\$358,089	Executive Director	\$46,165	<b>\$48,664</b>	2024
<a href="#">Thru Guidance Ministries Inc</a>	CA	\$355,744	Executive Director	\$139,571	<b>\$123,085</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DE 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 DE 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **159** organizations. Compensation range \$157–\$215,156; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$385,868); for reference, expenses \$422,766 and assets \$82,567.
ROLE MATCH	Leah Beach, reported title "FOUNDER", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	38 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	40 <sup>th</sup>
Reportable pay only (column D), adjusted	40 <sup>th</sup>
All sources (D + E + F), adjusted	36 <sup>th</sup>

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 (Leah Beach) 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 159 similarly situated organizations (Same NTEE sector (A25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,312 is reasonable (approximately the 38<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.