

This analysis benchmarks the total compensation of **Latisha Jones, Executive Director / CEO** (\$86,035) against **every comparable organization** that fit the selection criteria — **160** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

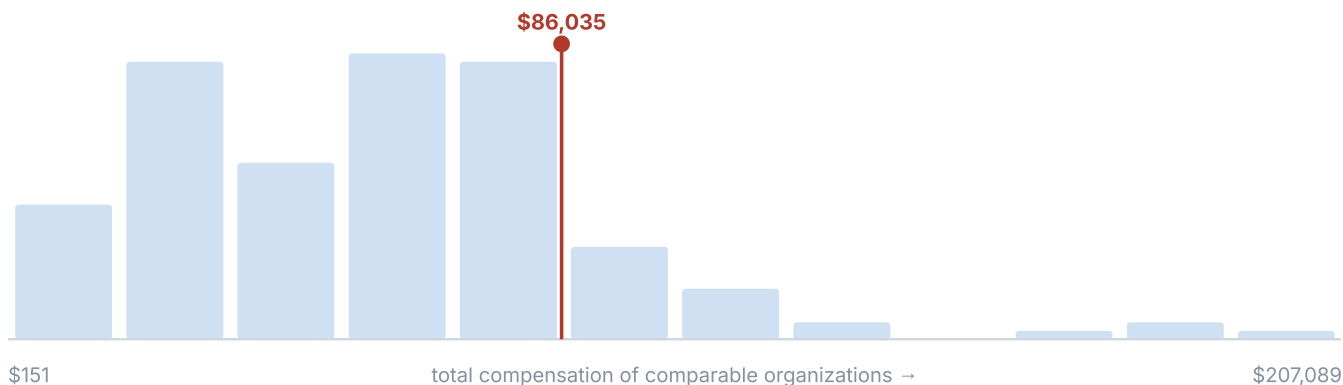
Benchmarked executive: Latisha Jones — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A25).
BUDGET	Total revenue between \$269,260 and \$602,823 — 0.67x to 1.50x the subject's \$401,882 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A25), nationwide + budget 0.67–1.5x revenue.

160 organizations qualified on sector, size, and geography → **160** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,349	\$29,724	\$58,291	\$76,882	\$94,470	\$86,035
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 86TH
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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 MN 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
Toshiko Takaezu Foundation Inc	NJ	\$401,851	Executive Director	\$6,912	\$6,067	2024
River Arts Of Morrisville Inc	VT	\$402,100	Executive Dir.	\$64,033	\$63,355	2024
Famfrequency Productions Inc	PA	\$401,307	Ceo	\$33,083	\$32,431	2024
Tropicalfete Inc	NY	\$402,617	President	\$2,000	\$1,829	2023
European American Musical Alliance Inc	NY	\$399,727	Director	\$59,693	\$54,589	2023
True Skool Inc	WI	\$406,107	Co-executive Director	\$82,600	\$84,797	2024
Dorchester Center For The Arts Inc	MD	\$406,347	Executive Di	\$67,150	\$60,121	2025
Marion Community School Of The Arts	IN	\$407,220	Executive Di	\$54,400	\$58,058	2023
Hoffman Center	OR	\$409,001	Executive Director	\$75,320	\$70,788	2023
Aspire Creative Arts Program	CA	\$394,076	President	\$13,033	\$11,389	2023
4youth Productions Inc	DE	\$416,716	Executive Di	\$70,000	\$65,639	2025
Developing Artist Collaboration	DE	\$385,868	Founder	\$48,312	\$46,501	2024
Sanctuary Art Center	WA	\$419,228	Executive Director	\$104,167	\$94,383	2023
Arts For All Nevada	NV	\$384,474	Executive Director	\$67,771	\$66,777	2024
Praize Productions Inc Nfp	IL	\$419,296	Board Chair	\$80,638	\$77,929	2024
Local Motion Project	VA	\$419,835	Executive Director	\$88,937	\$84,412	2024
Praxis Integrated Fiber Workshop	OH	\$421,119	Executive Director	\$75,779	\$78,897	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Art In Session Inc	FL	\$422,084	President & Executive Director	\$27,736	\$25,613	2024
Electronic Music Education And Preservation Project	PA	\$380,726	Executive Director	\$65,000	\$63,718	2024
Bridgeview School Of Fine Arts Inc	VA	\$426,623	President	\$90,000	\$85,421	2024
Mount Hope Learning Center	RI	\$427,441	Executive Director	\$60,950	\$59,147	2023
Arts On Alexander	TX	\$376,034	Exec & Artistic Director	\$20,000	\$19,159	2025
Iowa Art Works Inc	IA	\$375,444	Executive Director	\$69,487	\$74,790	2024
Foluke Cultural Arts Center Inc	OH	\$375,344	Executive Director	\$41,250	\$44,216	2023
Fairfield County Children's Choir Inc	CT	\$429,406	Music Director	\$76,895	\$72,965	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	160 organizations. Compensation range \$151–\$207,089; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$401,882); for reference, expenses \$270,107 and assets \$189,486.
ROLE MATCH	Latisha Jones, reported title <i>"EXECUTIVE DIRECTOR"</i> , 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	86 th
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	83 rd

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 (Latisha Jones) 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 160 similarly situated organizations (Same NTEE sector (A25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$86,035 is reasonable (approximately the 86th 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.