

Australian International Screen

Executive Director / CEO

EIN 824207894

FL · NTEE A99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Kelleher, Executive Director / CEO** (\$121,541) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

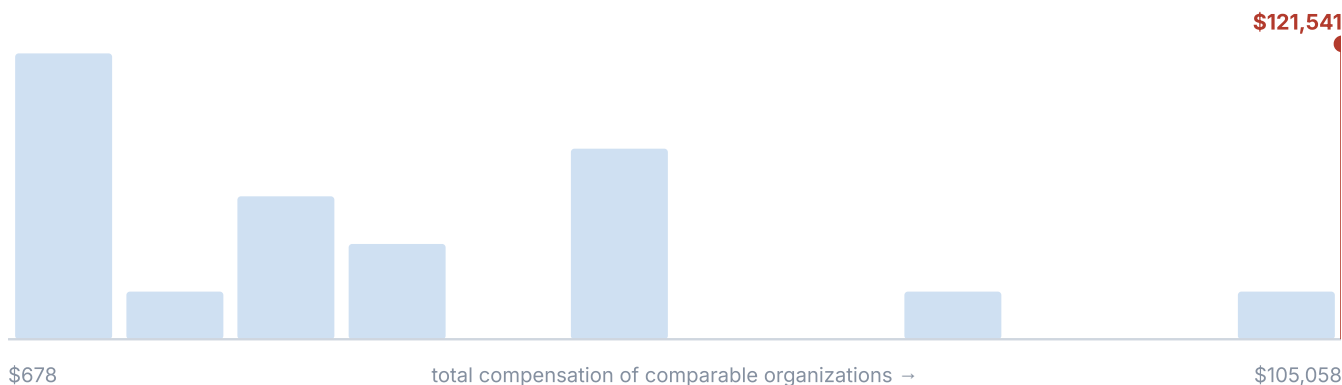
Benchmarked executive: Michael Kelleher — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A99).
BUDGET	Total revenue between \$60,275 and \$134,946 — 0.67x to 1.50x the subject's \$89,964 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A99), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,463	\$4,919	\$23,037	\$47,771	\$58,280	\$121,541
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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 FL 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
Peaceweavers Inc	NY	\$89,254	President	\$24,100	\$23,182	2024
Sephardi Voices Usa Inc	FL	\$86,014	President/tr	\$7,250	\$7,250	2024
Spirit Of Harmony Foundation Inc	IL	\$85,413	Executive Di	\$30,000	\$31,395	2024
Indigenous Peoples' Day Philly	PA	\$96,719	Cofounder, I	\$9,990	\$10,918	2023
The Cappies Inc	VA	\$99,934	Technology Officer/cfo	\$20,000	\$21,164	2023
Textile Society Of America Inc	MD	\$101,200	Director At Large Communications	\$4,043	\$4,142	2023
Continuing Education Program Inc	MA	\$76,768	Director (Ex-officio) (Hmfp Ceo)	\$109,829	\$105,058	2024
Tomah Area Historical Society Inc	WI	\$73,348	Ex Director	\$20,000	\$22,891	2023
Art In The Atrium Inc	NJ	\$110,017	Ceo	\$54,985	\$52,258	2024
Susquehanna Museum Of Havre De	MD	\$111,710	Executive Di	\$48,866	\$48,631	2024
Decentered Arts	CA	\$114,614	Treasurer	\$78,692	\$72,332	2024
Center For Austin Independent Journalism	TX	\$115,103	Board Member	\$46,667	\$49,692	2024
The Krenov Foundation	CA	\$62,712	President	\$4,000	\$3,785	2023
Chenega Heritage Inc	AK	\$60,338	President	\$2,000	\$2,095	2023
Alianta Inc	DC	\$121,565	Chair	\$2,725	\$2,620	2023
Gordon Education Initiatives For	TX	\$123,161	Executive Di	\$30,170	\$32,125	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jamaica Plain Arts And Civic Center	MA	\$127,606	Executive Director	\$709	\$678	2024
Suzuki Collaborative Of Cps	OH	\$131,697	Executive Dir.	\$41,141	\$45,189	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	18 organizations. Compensation range \$678–\$105,058; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$89,964); for reference, expenses \$257,944 and assets \$810,365. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Michael Kelleher, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	89 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 (Michael Kelleher) 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 18 similarly situated organizations (Same NTEE sector (A99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$121,541 is reasonable (approximately the 100th 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.