

Common Wealth Mural Collaborative

Executive Director / CEO

EIN 832022617
 MA · NTEE A90
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Brigitte Ruhe, Executive Director / CEO** (\$84,423) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

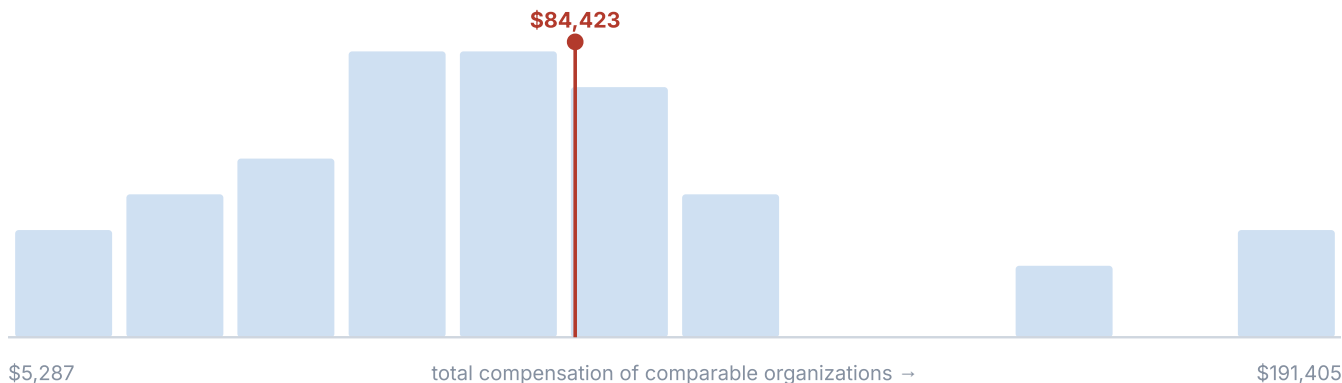
Benchmarked executive: Brigitte Ruhe — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A90).
BUDGET	Total revenue between \$332,967 and \$745,449 — 0.67x to 1.50x the subject's \$496,966 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A90), nationwide + budget 0.67–1.5x revenue.

44 organizations qualified on sector, size, and geography → **44** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,526	\$45,251	\$76,956	\$90,859	\$137,277	\$84,423
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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 MA 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
Latitude Inc Nfp	IL	\$499,033	Executive Director	\$75,000	\$79,938	2025
Augusta Ferry Authority Inc	KY	\$492,569	President	\$23,492	\$28,087	2024
Jamestowne Society Inc	VA	\$491,201	Executive Director	\$62,275	\$66,913	2024
Studio By The Tracks Inc	AL	\$506,184	Executive Director	\$63,545	\$76,395	2024
Community Artists Collective	TX	\$508,383	Exec Dir	\$40,000	\$44,527	2024
Interurban Arthouse	KS	\$514,711	Chief Executive Officer	\$71,655	\$88,689	2023
Lawyers For The Creative Arts	IL	\$516,381	Executive Dir.	\$135,400	\$148,132	2024
Society For History And Racial	MI	\$477,508	Executive Di	\$72,488	\$85,720	2023
Georgia Lawyers For The Arts Inc	GA	\$517,427	Executive Director	\$162,500	\$187,196	2023
Noblesville Creates	IN	\$520,481	Executive Director	\$74,450	\$89,950	2023
Ogden First Inc	UT	\$520,800	Executive Director	\$69,390	\$79,032	2024
The Writers Room	NY	\$522,020	Director	\$154,643	\$160,099	2023
Hero Workshop	CA	\$523,629	Chief Executive Officer	\$43,846	\$42,133	2024
Presidio Performing Arts Foundation	CA	\$525,085	Executive Di	\$82,107	\$81,229	2023
Alianza De Museos De Puerto Rico	PR	\$525,999	President	\$23,000	\$23,000	2024
Zygote Press Inc	OH	\$466,315	Executive Di	\$81,080	\$95,565	2024
Colorado West Performing Arts	CO	\$465,186	Executive Di	\$9,843	\$10,503	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
San Jose Multicultural Artists Guild Inc	CA	\$464,731	Executive Dir.	\$35,900	\$35,516	2023
The Episcopal Actors' Guild	NY	\$462,407	Executive Di	\$194,093	\$190,144	2025
River Oaks Square Arts & Craft Center	LA	\$458,843	Executive Dir.	\$61,445	\$77,517	2023
Cymaspace	OR	\$541,970	Executive Director	\$16,533	\$17,590	2023
Chicago Artists Coalition	IL	\$451,588	Executive Director	\$50,329	\$56,688	2023
Seward Park Clay Studio	WA	\$547,618	Executive Director	\$96,554	\$99,040	2023
Arts & Business Council Of Miami Inc	FL	\$438,365	Executive Director	\$99,000	\$100,828	2025
Workshop 13 Inc	MA	\$428,532	Executive Di	\$59,780	\$59,780	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	44 organizations. Compensation range \$5,287–\$191,405; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$496,966); for reference, expenses \$467,709 and assets \$114,921.
ROLE MATCH	Brigitte Ruhe, reported title " <i>PRESIDENT</i> ", 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.

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	64 th
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	64 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 (Brigitte Ruhe) 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 44 similarly situated organizations (Same NTEE sector (A90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,423 is reasonable (approximately the 64th 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.