

Patriot Art Foundation

Executive Director / CEO

EIN 832039772

SC · NTEE A40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Peggy L Tadej, Executive Director / CEO** (\$71,700) against **every comparable organization** that fit the selection criteria — **345** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Peggy L Tadej — 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 (A40).
BUDGET	Total revenue between \$48,309 and \$108,156 — 0.67x to 1.50x the subject's \$72,104 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

345 organizations qualified on sector, size, and geography → **345** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,279	\$8,277	\$18,357	\$32,723	\$48,566	\$71,700
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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 SC 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
The Jaques Art Center	MN	\$72,111	Executive As	\$10,573	\$10,014	2024
Central European History Society	GA	\$72,068	Editor Of Ce	\$1,000	\$993	2023
Meta Mesh Wireless Communities	PA	\$71,885	Executive Director	\$63,077	\$60,295	2024
Playing On Air Inc	NY	\$71,866	Officer	\$60,641	\$54,077	2023
Women Shoah-jewish Placemaking	NC	\$71,779	Executive Director	\$39,930	\$39,548	2024
Lc Windmill Inc	WI	\$71,740	Principal Employee	\$1,800	\$1,802	2024
Chamber Music Society Of	MN	\$72,513	Executive Di	\$27,500	\$26,047	2024
Tri Lakes Center For The Arts	CO	\$71,496	Executive Director	\$23,885	\$21,953	2024
Phoenix Womens Chorus	AZ	\$71,318	Ex Officio	\$15,500	\$13,920	2025
Fcd Chinese School Inc	NJ	\$71,243	Principal	\$13,660	\$11,691	2024
C Grier Beam Truck Museum	NC	\$73,082	Secretary	\$36,400	\$36,052	2024
Manatee Concert Band Inc	FL	\$70,972	Music Direct	\$8,900	\$8,014	2024
Kairos Dance Theater Inc	MA	\$73,305	President	\$13,960	\$12,025	2024
Russian Chamber Art Society	VA	\$70,860	Treasurer, Director	\$3,500	\$3,335	2023
Tomah Area Historical Society Inc	WI	\$73,348	Ex Director	\$20,000	\$20,613	2023
Appelo Archives Center	WA	\$73,356	Administration	\$23,914	\$21,129	2023
Native American Guardians Association	ND	\$73,458	President	\$3,200	\$3,366	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Slaton Railroad Heritage	TX	\$73,571	Executive Director	\$24,321	\$23,320	2024
Saints Hall Of Fame Inc	LA	\$73,591	General Manager	\$38,364	\$39,449	2025
Indian Horizon Of Florida Inc	FL	\$73,681	President	\$25,000	\$23,177	2023
Ardmore Little Theatre Inc	OK	\$70,420	Office Staff	\$15,631	\$16,986	2023
Canto Vocal Programs A New York Nonprofit Corporation	NY	\$70,305	Ceo	\$800	\$693	2024
Gaudeamus Music Ministry Inc	PA	\$73,903	Executive Director	\$1,200	\$1,147	2024
Promoting Wellness Foundation	MI	\$70,229	Treasurer/se	\$20,000	\$19,788	2024
Belmar Arts Council Inc	NJ	\$70,101	Administrator	\$14,580	\$12,478	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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	345 organizations. Compensation range \$1-\$427,292; filing years 2021-2025.
SIZE BASIS	Matched on total revenue (\$72,104); for reference, expenses \$124,533 and assets \$182,999. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Peggy L Tadej, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 14 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	96 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	97 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 (Peggy L Tadej) 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 345 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,700 is reasonable (approximately the 96th 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.