

Monira Foundation

Executive Director / CEO

EIN 832861500
 NJ · NTEE A40
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Ysabel Pinyol Blasi, Executive Director / CEO** (\$114,577) against **every comparable organization** that fit the selection criteria — **80** 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

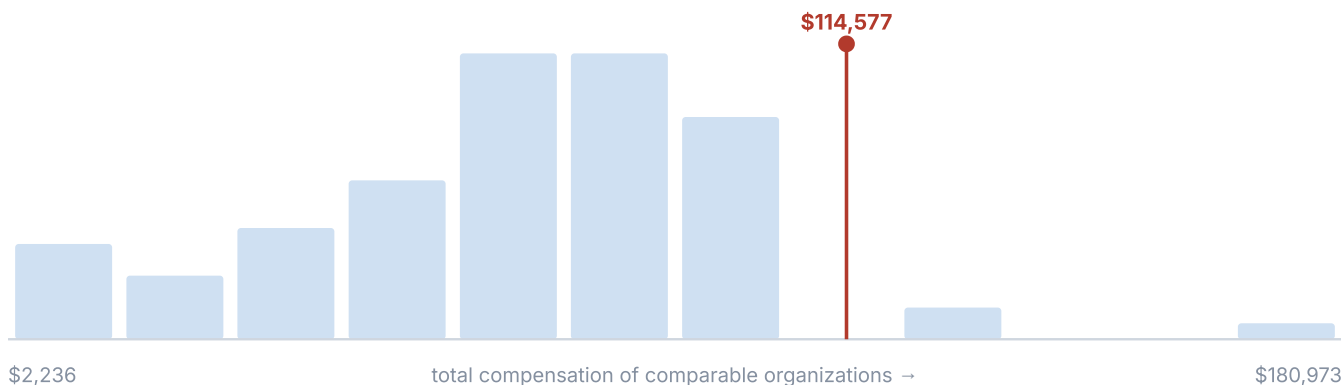
Benchmarked executive: Ysabel Pinyol Blasi — reported title “DIRECTOR/PRESIDENT/EXEC. D”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

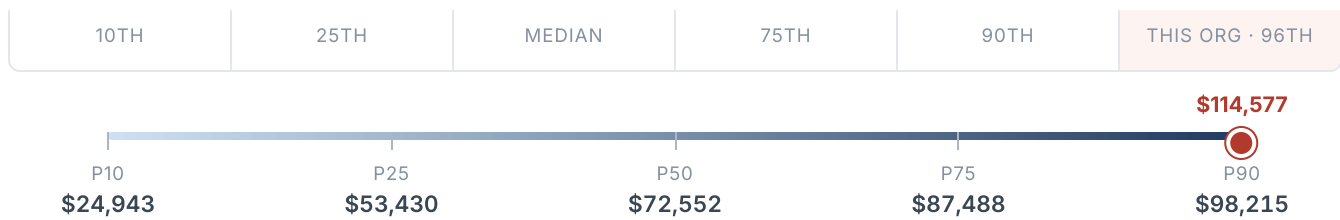
SECTOR	Organizations sharing the subject's NTEE classification (A40).
BUDGET	Total revenue between \$269,333 and \$602,986 — 0.67x to 1.50x the subject's \$401,991 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A40), nationwide + budget 0.67–1.5x revenue.

80 organizations qualified on sector, size, and geography → **80** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,943	\$53,430	\$72,552	\$87,488	\$98,215	\$114,577
----------	----------	----------	----------	----------	------------------



● 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 NJ 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
Charlotte Art League Inc	NC	\$402,149	Executive Dir.	\$13,077	\$15,134	2024
Wave Pool Corp	OH	\$403,451	Interim Executive Director	\$71,738	\$85,101	2024
Art Feminism Inc	MD	\$407,503	Executive Director	\$93,320	\$97,717	2024
Center For Exploratory & Perceptual Arts	NY	\$409,364	Former Executive Director	\$46,158	\$48,095	2023
Zocalo Public Square	CA	\$391,536	Ceo	\$25,806	\$24,958	2024
Floyd Community Center For The Arts	VA	\$412,595	Executive Director	\$58,117	\$62,849	2024
The Center For Emerging Visual Artists Ltd	PA	\$412,739	Executive Director	\$91,948	\$105,732	2023
Western Montana Creative	MT	\$390,199	Executive Di	\$59,523	\$71,863	2024
More Art Inc	NY	\$424,215	Executive Dir.	\$40,000	\$40,483	2024
Athens Photographic Project	OH	\$377,453	Exec Director	\$86,050	\$105,094	2023
Galveston Arts Center	TX	\$433,471	Executive Director	\$54,250	\$60,780	2024
Piedmont Craftsmen Inc	NC	\$433,757	President An	\$47,125	\$54,537	2024
Studio 23	MI	\$368,779	Executive Director	\$58,000	\$69,031	2023
Teton Arts Council Inc	ID	\$365,515	Executive Director	\$61,471	\$73,241	2024
Open Studio Project Inc	IL	\$438,996	Executive Di	\$69,250	\$74,287	2025
The Carving Studio & Sculpture Ctr	VT	\$363,244	Executive Di	\$76,292	\$88,546	2023
Los Angeles Art Association	CA	\$442,183	Executive Dir.	\$92,800	\$92,402	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Craftstudies Inc	VT	\$359,913	Executive Director	\$81,200	\$89,180	2025
Northeast Minneapolis Arts Assoc	MN	\$445,132	Executive Director	\$75,354	\$85,858	2023
Oye Group Inc	NY	\$357,335	Co-chairman	\$3,200	\$3,239	2024
Dallas Architecture Forum	TX	\$448,181	Executive Director	\$95,000	\$106,435	2024
Precita Eyes Muralists Association Inc	CA	\$355,365	Executive Dir.	\$45,371	\$45,176	2023
Bountiful Davis Art Foundation	UT	\$354,072	Executive Director	\$81,000	\$92,852	2024
Wilkes Art Gallery Inc	NC	\$351,723	Executive Director	\$67,373	\$77,969	2024
Public Art Saint Paul	MN	\$349,666	Executive Di	\$73,245	\$81,061	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 80 organizations. Compensation range \$2,236–\$180,973; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$401,991); for reference, expenses \$447,494 and assets \$427,574.

ROLE MATCH Ysabel Pinyol Blasi, reported title "*DIRECTOR/PRESIDENT/EXEC. D*", 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.

OUTLIERS 2 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)	98 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	94 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 (Ysabel Pinyol Blasi) 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 80 similarly situated organizations (Same NTEE sector (A40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$114,577 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.