

Artistic Freedom Initiative Inc

Executive Director / CEO

EIN 833289658

NY · NTEE A20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ashley Tucker, Executive Director / CEO** (\$157,338) against **every comparable organization** that fit the selection criteria — **46** 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: Ashley Tucker — reported title “Co-Executive Director & Secretary”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

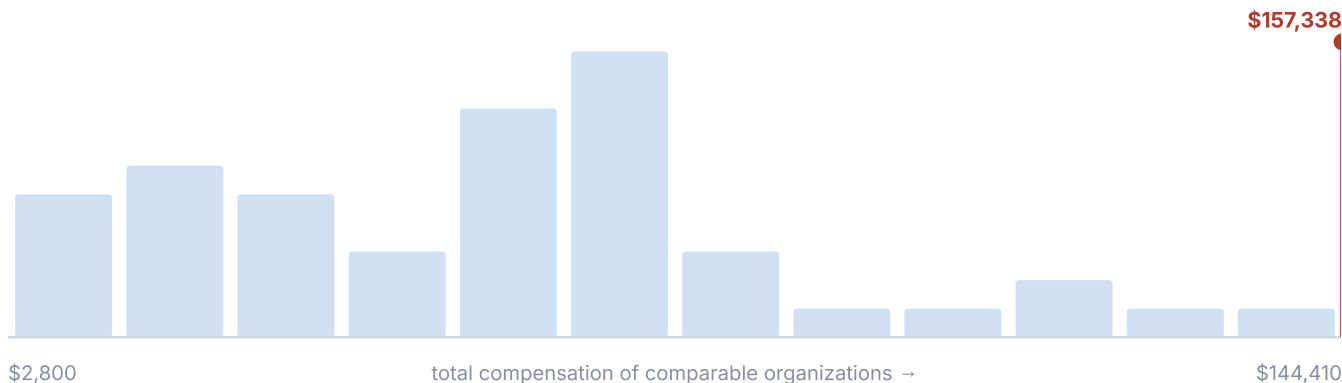
SECTOR Organizations sharing the subject's NTEE classification (A20).

BUDGET Total revenue between \$263,951 and \$590,937 — 0.67x to 1.50x the subject's \$393,958 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A20) + NY + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography → **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,899	\$30,312	\$57,056	\$71,784	\$96,339	\$157,338
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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 NY 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
Coming Together Festival Of Dance &	NY	\$399,596	Executive Director	\$25,064	\$25,804	2023
Ugly Duckling Presse Ltd	NY	\$381,176	Press Manager	\$58,125	\$58,125	2024
Statement Arts Inc	NY	\$379,950	Secretary	\$60,818	\$60,818	2024
Catskill Art Society Inc	NY	\$411,785	Executive Director	\$70,000	\$72,068	2023
Pesvebi Inc	NY	\$412,518	President	\$2,800	\$2,800	2024
Main Street Arts Inc	NY	\$424,719	Executive Director & Curator	\$81,818	\$84,235	2023
Rochester Folk Art Guild Inc	NY	\$427,098	Treasurer	\$15,000	\$15,443	2023
Space On The Farm Inc	NY	\$359,689	Executive Director (Left 2024)	\$70,750	\$70,750	2024
The Brooklyn Steppers Inc	NY	\$359,620	Executive Director	\$41,500	\$40,430	2025
Nars Foundation Inc	NY	\$355,287	Founding Director	\$43,002	\$44,272	2023
Inwood Art Works Inc	NY	\$353,982	Chairman	\$55,000	\$56,625	2023
Bailey's Cafe Inc	NY	\$353,023	Executive Di	\$18,750	\$19,304	2023
Center For Latter-day Saint Arts Inc	NY	\$438,859	Executive Director	\$144,410	\$144,410	2024
Pharos The International Photo Archives Association	NY	\$343,867	Executive Director	\$33,405	\$34,392	2023
Scool Sounds Inc	NY	\$447,788	Executive Dir.	\$70,702	\$70,702	2024
Monica Bill Barnes & Company Inc	NY	\$449,169	Founder/artistic Director	\$105,761	\$105,761	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Association For Cultural Equity Inc	NY	\$337,589	Executive Director	\$68,436	\$68,436	2024
Origami Usa Inc	NY	\$337,288	President	\$30,000	\$30,000	2024
Jack Arts Inc	NY	\$329,150	Co-director	\$68,896	\$70,931	2023
Parent Child Relationship Association Inc	NY	\$459,625	Executive Director	\$57,487	\$57,487	2024
World Around Inc	NY	\$461,660	Executive Director	\$120,000	\$123,544	2023
Raga Massive Inc	NY	\$323,178	Executive Director	\$17,550	\$18,068	2023
Northern Manhattan Arts Alliance Inc	NY	\$468,488	Executive Director	\$84,423	\$86,917	2023
Ma's House & Bipoc Art Studio Inc	NY	\$317,270	President	\$26,125	\$26,125	2024
Dorill Initiative Inc	NY	\$314,146	Executive Director	\$9,149	\$9,419	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 46 organizations. Compensation range \$2,800–\$144,410; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$393,958); for reference, expenses \$1,292,052 and assets \$307,460. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Ashley Tucker, reported title "*Co-Executive Director & Secretary*", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 1 peer 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	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	100 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 (Ashley Tucker) 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 46 similarly situated organizations (Same NTEE sector (A20) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$157,338 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.