

Youth Art Team

Executive Director / CEO

This analysis benchmarks the total compensation of **Heidi Fuchtman, Executive Director / CEO** (\$91,450) against **every comparable organization** that fit the selection criteria — **306** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

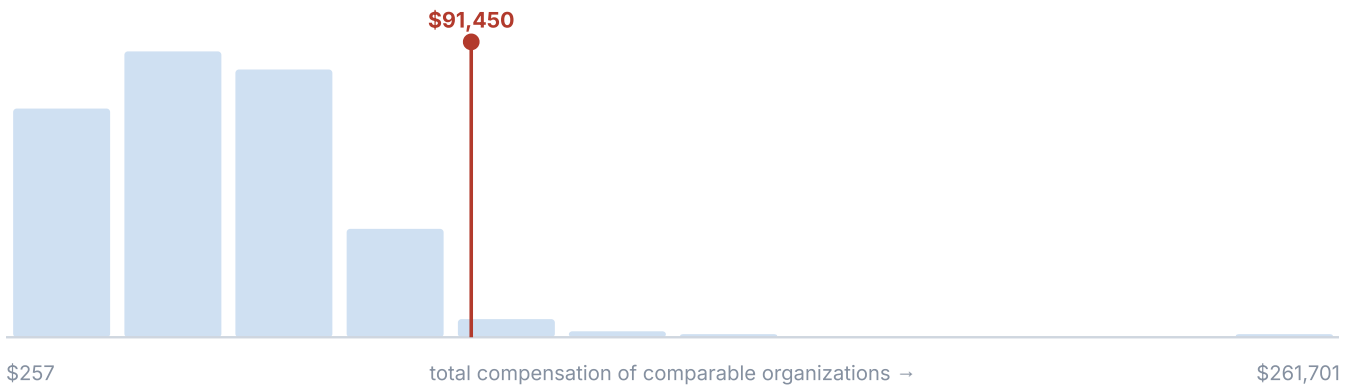
Benchmarked executive: Heidi Fuchtman — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A20).
BUDGET	Total revenue between \$181,486 and \$406,312 — 0.67x to 1.50x the subject's \$270,875 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

306 organizations qualified on sector, size, and geography → **306** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,368	\$22,211	\$39,975	\$56,474	\$71,513	\$91,450
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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 IA 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
J Austin White Cultural Center Inc	AR	\$269,962	Executive Di	\$46,500	\$47,736	2024
Northen Culture Exchange	AK	\$269,815	Secretarydired	\$41,500	\$37,306	2023
Big Medium	TX	\$272,568	Executive Director	\$88,723	\$81,056	2024
Englewood Cultural Arts Center	CO	\$269,096	Executive Dir.	\$24,000	\$21,018	2024
Stove Works	TN	\$268,772	Executive Director	\$6,000	\$5,930	2023
A Blade Of Grass Fund	NY	\$268,734	Interim Executive Director	\$111,932	\$95,103	2023
Can Foundation	VA	\$268,491	Treasurer	\$620	\$563	2023
Museum Of Contemporary Art Santa Barbara	CA	\$267,953	Executive Director	\$48,038	\$37,884	2024
Ely Folk School	MN	\$267,705	Program Director	\$40,165	\$37,317	2023
Godfrey Daniels	PA	\$274,421	Executive Director	\$40,000	\$36,431	2024
Arts Longview	TX	\$266,310	Executive Director	\$52,597	\$48,052	2024
Orion Art Center	MI	\$275,474	Executive Di	\$53,309	\$50,253	2024
Dulce Upfront Labs	CA	\$265,904	Co-director	\$44,316	\$34,949	2024
San Francisco International Arts Festival Inc	CA	\$265,801	President, Executive Director	\$70,000	\$55,204	2024
Friends Of The Chief Foundation Inc	CO	\$275,989	Executive Director	\$9,500	\$9,631	2021
Boston Art Review Inc	MA	\$276,312	President	\$74,906	\$61,476	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
People And Stories Gente Y Cuentos	NJ	\$276,496	Exec. Direct	\$69,731	\$56,861	2024
Immersive Arts Alliance	CA	\$264,651	Exec Directo	\$24,500	\$19,892	2023
Next Edge Arts Inc	NY	\$277,332	Artistic Dir	\$10,250	\$8,709	2023
Carnegie Visual Arts Center Inc	AL	\$264,371	Executive Di	\$44,000	\$43,413	2024
Pasacat Inc	CA	\$264,275	Executive Director Administra	\$5,700	\$4,628	2023
Meetinghouse Arts	ME	\$277,723	Executive Director	\$50,000	\$45,726	2024
Rhode Island Black Storytellers	RI	\$263,583	Executive Director	\$60,643	\$53,107	2024
Flamenco Works Inc	NM	\$278,587	Vice Preside	\$35,000	\$34,381	2024
Italian Cultural Center	MN	\$279,445	Director - Adult Language School	\$23,356	\$21,700	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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 306 organizations. Compensation range \$257–\$261,701; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$270,875); for reference, expenses \$228,753 and assets \$243,007.

ROLE MATCH Heidi Fuchtman, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 7 peers 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	98 th
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	97 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 (Heidi Fuchtman) 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 306 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$91,450 is reasonable (approximately the 98th 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.