

Black Artistsdesigners Guildinc

Executive Director / CEO

EIN 833767873
 NY · NTEE A99
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Malene Barnett, Executive Director / CEO** (\$52,000) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

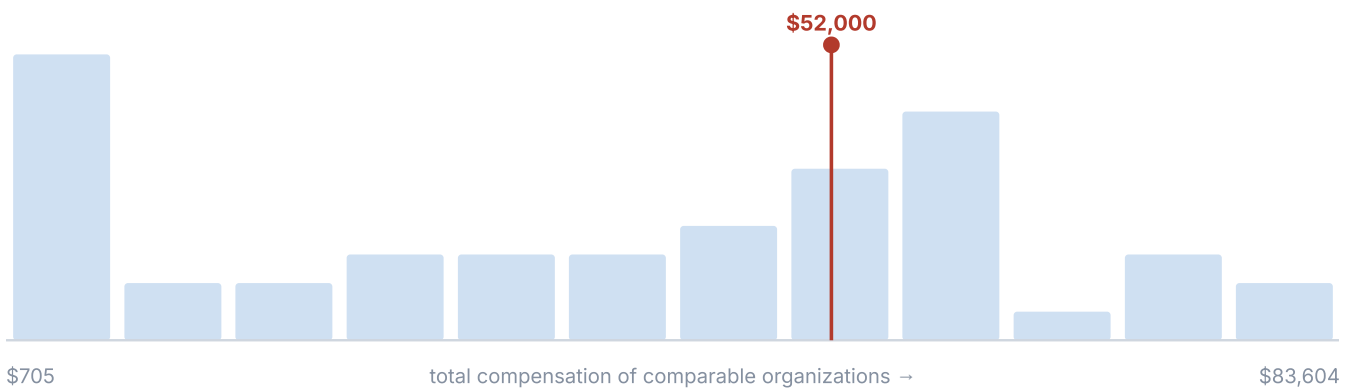
Benchmarked executive: Malene Barnett — reported title “EXEUCITIVE DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

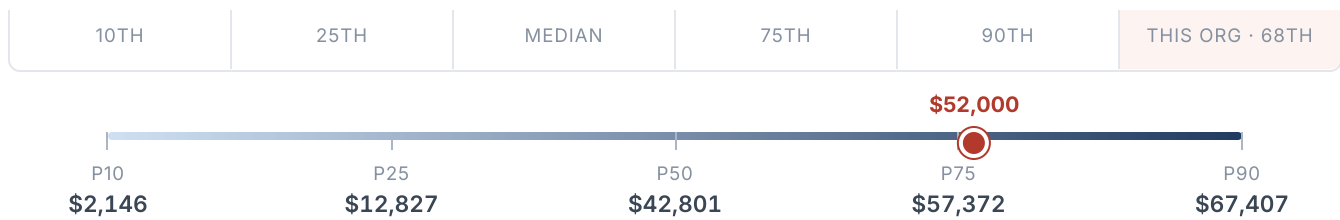
SECTOR	Organizations sharing the subject's NTEE classification (A99).
BUDGET	Total revenue between \$107,910 and \$241,591 — 0.67x to 1.50x the subject's \$161,061 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A99), nationwide + budget 0.67–1.5x revenue.

47 organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,146	\$12,827	\$42,801	\$57,372	\$67,407	\$52,000
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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
Foundation For Critical Thinking	CA	\$163,391	President & Ceo	\$1,299	\$1,241	2024
Arts Center At Killingworth Inc	CT	\$163,927	Board Member / Trustee	\$7,852	\$8,147	2024
The Warehouse Inc	WI	\$158,144	Executive Di	\$32,400	\$38,552	2023
Arthaus Inc	IA	\$165,898	Director	\$38,499	\$45,448	2025
Elios Charitable Foundation	CA	\$155,069	Executive Dir.	\$58,750	\$57,799	2023
Intersectional Arts Inc	CA	\$153,831	President	\$3,375	\$3,225	2024
Praising Earth Inc	NM	\$152,879	President	\$25,200	\$29,995	2024
Cleveland Art Association	OH	\$150,890	Director/secretary	\$3,705	\$4,343	2024
Columbus Cultural Heritage Foundation	MS	\$175,512	Ceo	\$5,115	\$6,304	2024
South Haven Art Association	MI	\$179,004	Executive Di	\$43,125	\$49,260	2024
Dorland Mountain Arts Colony	CA	\$139,902	Executive Dir.	\$18,517	\$17,695	2024
Suzuki Collaborative Of Cps	OH	\$131,697	Executive Dir.	\$41,141	\$46,979	2025
Remember The Triangle Fire Coalition	NY	\$192,817	Treasurer/project Financia	\$58,000	\$58,000	2024
Jamaica Plain Arts And Civic Center	MA	\$127,606	Executive Director	\$709	\$705	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bridge Street Theatre Inc	NY	\$194,702	Artistic And Managing Director	\$10,000	\$10,295	2023
Dimensions Variable (Dv)	FL	\$198,940	Co-founder & Chair	\$21,754	\$22,616	2024
Gordon Education Initiatives For	TX	\$123,161	Executive Di	\$30,170	\$33,398	2024
Glendale Arts	CA	\$199,034	Ceo	\$89,804	\$83,604	2025
American Topical Association	SC	\$199,682	Executive Di	\$54,123	\$62,485	2024
Alianta Inc	DC	\$121,565	Chair	\$2,725	\$2,724	2023
Sensory Theatre Endless Possibilities Inc	VA	\$201,474	Executive Director/slp	\$32,293	\$35,525	2023
The House Of Afros Capes & Curls Inc	NE	\$202,047	Executive Dir.	\$60,000	\$73,525	2023
Intersectioninc	NY	\$203,596	President	\$60,167	\$60,167	2024
Mauliola Keehi	HI	\$203,654	Executive Director	\$62,083	\$63,328	2023
Smith-lemli-opitz Foundation	ND	\$205,034	President	\$20,800	\$26,006	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 **47** organizations. Compensation range \$705–\$83,604; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$161,061); for reference, expenses \$200,117 and assets \$67,931.

ROLE MATCH Malene Barnett, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	68 th
Total compensation (D + F), as reported (no adjustments)	66 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	66 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 (Malene Barnett) 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 47 similarly situated organizations (Same NTEE sector (A99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,000 is reasonable (approximately the 68th 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.