

Can Foundation

Executive Director / CEO

EIN 842245056

VA · NTEE A20

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Hemadri Modi, Executive Director / CEO** (\$620) against **every comparable organization** that fit the selection criteria — **305** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

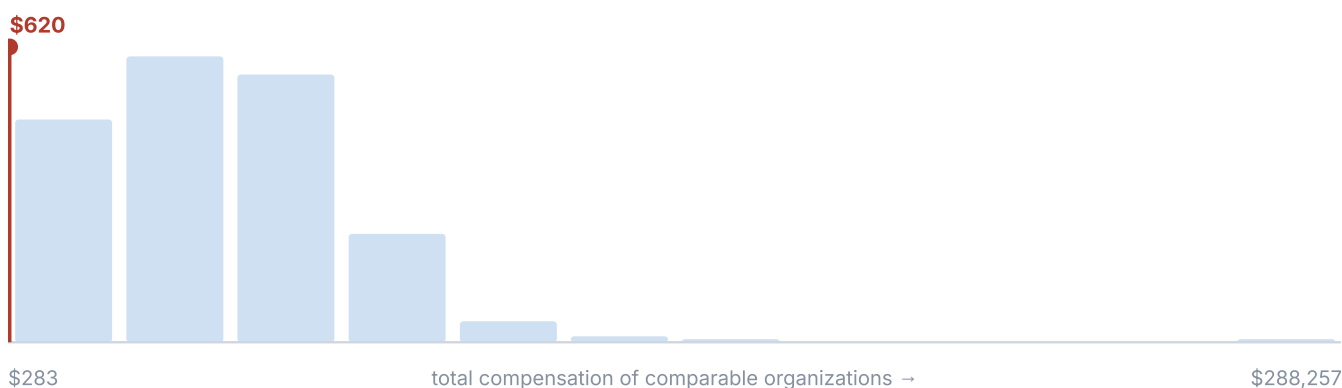
Benchmarked executive: Hemadri Modi — reported title "TREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A20).
BUDGET	Total revenue between \$179,888 and \$402,736 — 0.67x to 1.50x the subject's \$268,491 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

305 organizations qualified on sector, size, and geography → **305** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,649	\$24,788	\$44,088	\$62,443	\$78,813	\$620
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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 VA 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
A Blade Of Grass Fund	NY	\$268,734	Interim Executive Director	\$111,932	\$104,754	2023
Stove Works	TN	\$268,772	Executive Director	\$6,000	\$6,532	2023
Museum Of Contemporary Art Santa Barbara	CA	\$267,953	Executive Director	\$48,038	\$41,729	2024
Englewood Cultural Arts Center	CO	\$269,096	Executive Dir.	\$24,000	\$23,150	2024
Ely Folk School	MN	\$267,705	Program Director	\$40,165	\$41,104	2023
Northen Culture Exchange	AK	\$269,815	Secretarydired	\$41,500	\$41,092	2023
J Austin White Cultural Center Inc	AR	\$269,962	Executive Di	\$46,500	\$52,581	2024
Arts Longview	TX	\$266,310	Executive Director	\$52,597	\$52,928	2024
Youth Art Team	IA	\$270,875	Executive Director	\$91,450	\$100,729	2024
Dulce Upfront Labs	CA	\$265,904	Co-director	\$44,316	\$38,496	2024
San Francisco International Arts Festival Inc	CA	\$265,801	President, Executive Director	\$70,000	\$60,806	2024
Immersive Arts Alliance	CA	\$264,651	Exec Directo	\$24,500	\$21,911	2023
Big Medium	TX	\$272,568	Executive Director	\$88,723	\$89,281	2024
Carnegie Visual Arts Center Inc	AL	\$264,371	Executive Di	\$44,000	\$47,819	2024
Pasacat Inc	CA	\$264,275	Executive Director Administra	\$5,700	\$5,098	2023
Rhode Island Black Storytellers	RI	\$263,583	Executive Director	\$60,643	\$58,496	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Godfrey Daniels	PA	\$274,421	Executive Director	\$40,000	\$40,127	2024
Que-os	NC	\$261,808	Executive Director	\$79,186	\$80,188	2025
Rockport Cultural Arts District	TX	\$261,701	Executive Director	\$76,000	\$78,737	2023
Orion Art Center	MI	\$275,474	Executive Di	\$53,309	\$55,353	2024
Canyon Cinema Foundation	CA	\$261,223	Executive Director	\$58,708	\$52,504	2023
Friends Of The Chief Foundation Inc	CO	\$275,989	Executive Director	\$9,500	\$10,607	2021
Boston Art Review Inc	MA	\$276,312	President	\$74,906	\$67,714	2024
People And Stories Gente Y Cuentos	NJ	\$276,496	Exec. Direct	\$69,731	\$62,630	2024
Arts Center At Duck Creek Inc	NY	\$260,193	President	\$94,880	\$86,248	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2023 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 VA 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 305 organizations. Compensation range \$283–\$288,257; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$268,491); for reference, expenses \$296,168 and assets \$6,687.

ROLE MATCH Hemadri Modi, reported title "*TREASURER*", 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	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	1 st
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	2 nd
All sources (D + E + F), adjusted	1 st

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 (Hemadri Modi) 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 10, 2026, comparing compensation against 305 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$620 is reasonable (approximately the 1st 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 10, 2026.