

Compass Arts Creativity Project Inc

Executive Director / CEO

EIN 842932313
 NY · NTEE A25
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Gina Samardge, Executive Director / CEO** (\$56,109) against **every comparable organization** that fit the selection criteria — **133** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

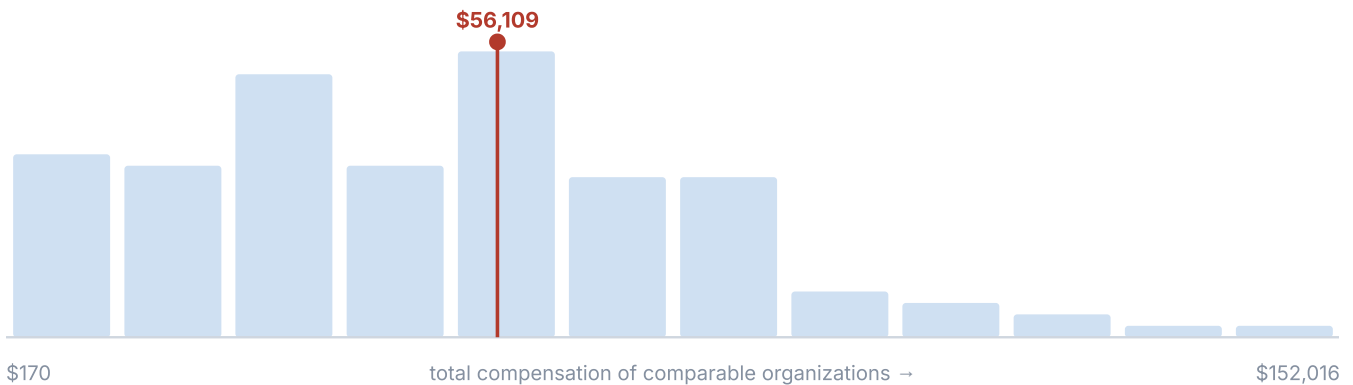
Benchmarked executive: Gina Samardge — reported title “executive director, secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A25).
BUDGET	Total revenue between \$163,859 and \$366,850 — 0.67x to 1.50x the subject's \$244,567 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A25), nationwide + budget 0.67–1.5x revenue.

133 organizations qualified on sector, size, and geography → **133** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$9,502	\$27,818	\$49,229	\$68,440	\$85,876	\$56,109
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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
Stemarts Lab	NM	\$243,395	Executive Di	\$37,507	\$44,643	2024
North Fourth Art Center	NM	\$247,942	Executive Dir.	\$67,964	\$83,284	2023
Girls Rock Charlotte	NC	\$248,411	Executive Dir.	\$30,630	\$36,059	2023
Art Access	UT	\$248,757	Executive Director	\$72,081	\$81,641	2024
Active Cultures	CA	\$249,844	Executive Director	\$74,250	\$70,953	2024
The Peacock Players Inc	NH	\$250,630	Executive Di	\$61,154	\$62,490	2024
Kalamazoo Book Arts Center	MI	\$251,216	Director	\$40,000	\$44,512	2025
Destination Art	CA	\$237,453	Treasurer	\$4,428	\$4,357	2023
B H Foxy Foundation Inc	CA	\$235,814	Chair/executive Director	\$55,708	\$53,234	2024
Belvedere Series	VA	\$254,087	Artistic Director	\$33,000	\$34,352	2025
Be Frank Foundation	CO	\$255,229	Managing Director	\$69,420	\$75,840	2023
Emerald Coast Honors Orchestra Foundation Inc	FL	\$256,242	Secretary	\$3,900	\$4,174	2023
Bob Mizer Foundation	CA	\$256,316	President	\$48,800	\$46,633	2024
The Institute For Art And Olfaction	CA	\$257,075	Executive Director	\$43,650	\$42,943	2023
Los Angeles Theatre Academy Inc	CA	\$231,447	Executive Dir.	\$20,310	\$19,981	2023
Miano Academy Of Art Inc	FL	\$257,897	President Non Voting Member	\$68,771	\$71,495	2024
Amp Up Arts	AL	\$230,440	Executive Di	\$16,293	\$19,479	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cincinnati Music & Wellness Coalition	OH	\$230,257	Ceo	\$50,000	\$58,606	2024
Borealis Art Guild	MN	\$259,168	Director	\$8,000	\$9,006	2023
Hamilton-garrett Music And Arts Academy Inc	MA	\$229,235	Executive Director	\$87,447	\$86,962	2024
Photography Without Borders Inc	PA	\$260,386	Executive Di	\$83,559	\$94,939	2023
Greenwich Art Society Inc	CT	\$260,507	President, Managing Direct	\$56,260	\$58,376	2024
Southwest Judges Network	CA	\$228,462	Vice President	\$1,000	\$931	2025
Utah Youth Symphony Orchestra Assoc	UT	\$260,676	Board Chair	\$3,290	\$3,836	2023
Hunakai Studio Of Fine Arts Inc	MA	\$261,687	President	\$64,649	\$66,190	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 133 organizations. Compensation range \$170–\$152,016; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$244,567); for reference, expenses \$247,905 and assets \$100,265.

ROLE MATCH Gina Samardge, reported title *"executive director, secretary"*, 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	4 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	61 st
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	58 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 (Gina Samardge) 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 133 similarly situated organizations (Same NTEE sector (A25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,109 is reasonable (approximately the 61st 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.