

# New Mexico Jazz Workshop Inc

Executive Director / CEO

EIN 850247988  
 NM · NTEE A600  
 FY ending 2024-09-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Mia E Maes, Executive Director / CEO** (\$62,345) against **every comparable organization** that fit the selection criteria — **129** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71<sup>st</sup>** percentile of comparable organizations

within the typical range

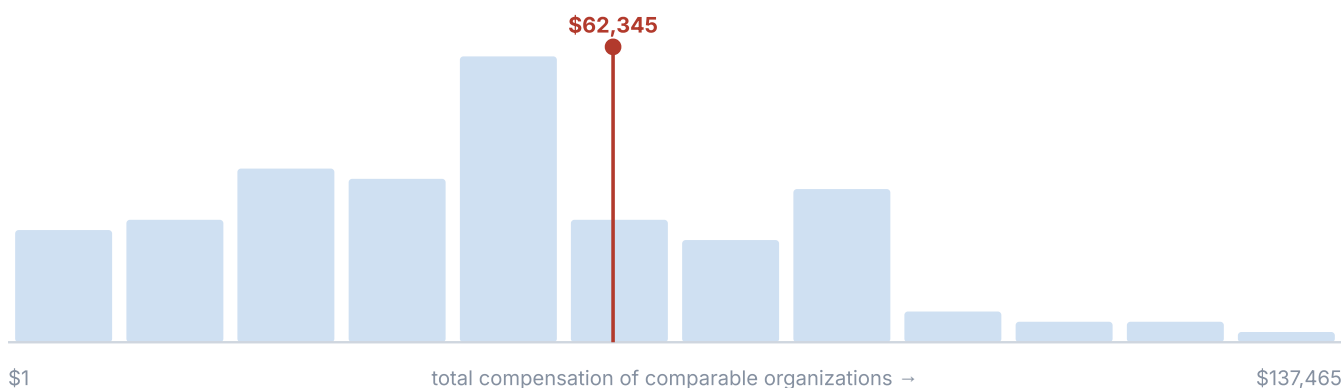
**Benchmarked executive:** Mia E Maes — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A600).
BUDGET	Total revenue between \$323,494 and \$724,242 — 0.67x to 1.50x the subject's \$482,828 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.

**129** organizations qualified on sector, size, and geography → **129** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,192	\$29,640	\$50,419	\$69,425	\$88,444	\$62,345
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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 NM 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 href="#">Cypress Creek Foundation For The</a>	TX	\$482,142	Executive Di	\$67,500	<b>\$62,778</b>	2024
<a href="#">Les Delices</a>	OH	\$478,951	Executive Di	\$73,568	<b>\$70,579</b>	2025
<a href="#">Pittsburgh International Folk Arts Institute</a>	PA	\$487,691	Executive Director	\$38,000	<b>\$36,273</b>	2023
<a href="#">Marion Art Center Inc</a>	MA	\$487,843	Executive Dir.	\$77,171	<b>\$64,476</b>	2024
<a href="#">Ethel's Foundation For The Arts Inc</a>	NY	\$476,928	Director	\$65,250	<b>\$56,439</b>	2023
<a href="#">Hued Songs Inc</a>	FL	\$475,996	President	\$51,600	<b>\$45,069</b>	2024
<a href="#">Notable Music And Arts Organization</a>	CA	\$490,000	Officer, Director	\$30,000	<b>\$24,085</b>	2024
<a href="#">Wr Arts Inc</a>	NY	\$492,198	President	\$66,245	<b>\$55,656</b>	2024
<a href="#">Bitterroot Performing Arts Council Inc</a>	MT	\$468,455	Executive Dir.	\$21,376	<b>\$20,871</b>	2025
<a href="#">Performing Arts Houston Foundation</a>	TX	\$497,303	Ceo - Performing Arts Hous	\$13,284	<b>\$12,719</b>	2023
<a href="#">Gatherings On The Green Inc</a>	WI	\$501,543	Vice President/interim Exec Dir	\$82,500	<b>\$82,474</b>	2023
<a href="#">Kern Dance Alliance</a>	CA	\$501,948	Executive Dir.	\$112,308	<b>\$90,166</b>	2024
<a href="#">Starling Productions Inc</a>	NY	\$502,696	Executive Director	\$132,655	<b>\$111,450</b>	2024
<a href="#">Vocal Arts Society</a>	DC	\$503,514	Generaldirector	\$110,600	<b>\$92,902</b>	2023
<a href="#">Girls Make Beats Inc</a>	FL	\$504,013	President	\$135,417	<b>\$118,277</b>	2024
<a href="#">Delaware Shakespeare Festival Inc</a>	DE	\$514,084	Managing Director	\$1,500	<b>\$1,406</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Valley Of The Moon Music Festival</a>	CA	\$516,882	Other	\$39,983	<b>\$32,100</b>	2024
<a href="#">Oxford Community Arts Center</a>	OH	\$516,887	Exec Dir	\$51,200	<b>\$50,419</b>	2024
<a href="#">Phantom Projects Educ Theater</a>	CA	\$516,942	Art Director	\$62,000	<b>\$49,776</b>	2024
<a href="#">Basque Foundation Inc</a>	ID	\$448,587	Secretary/tr	\$13,071	<b>\$13,310</b>	2023
<a href="#">Audacity Performing Arts Project Inc</a>	CA	\$520,814	Ceo	\$105,000	<b>\$82,125</b>	2025
<a href="#">Arts Enrichment For All</a>	CA	\$524,890	Ceo	\$67,463	<b>\$54,162</b>	2024
<a href="#">Marquee Youth Stage</a>	IL	\$439,452	Executive Dir.	\$61,154	<b>\$55,898</b>	2024
<a href="#">Baay</a>	WA	\$528,882	Executive Director	\$59,929	<b>\$49,886</b>	2024
<a href="#">Armory Arts And Music Center</a>	MN	\$530,006	Co-exec. Dir	\$55,650	<b>\$51,126</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 129 organizations. Compensation range \$1–\$137,465; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$482,828); for reference, expenses \$425,894 and assets \$495,581.

**ROLE MATCH** Mia E Maes, reported title "*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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	71 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	60 <sup>th</sup>
Reportable pay only (column D), adjusted	73 <sup>rd</sup>
All sources (D + E + F), adjusted	70 <sup>th</sup>

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 (Mia E Maes) 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 129 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,345 is reasonable (approximately the 71<sup>st</sup> 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.