

# North Fourth Art Center

Executive Director / CEO

EIN 850303750  
 NM · NTEE A250  
 FY ending 2023-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Marjorie Neset, Executive Director / CEO** (\$67,964) against **every comparable organization** that fit the selection criteria — **136** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87<sup>th</sup>** percentile of comparable organizations within the typical range

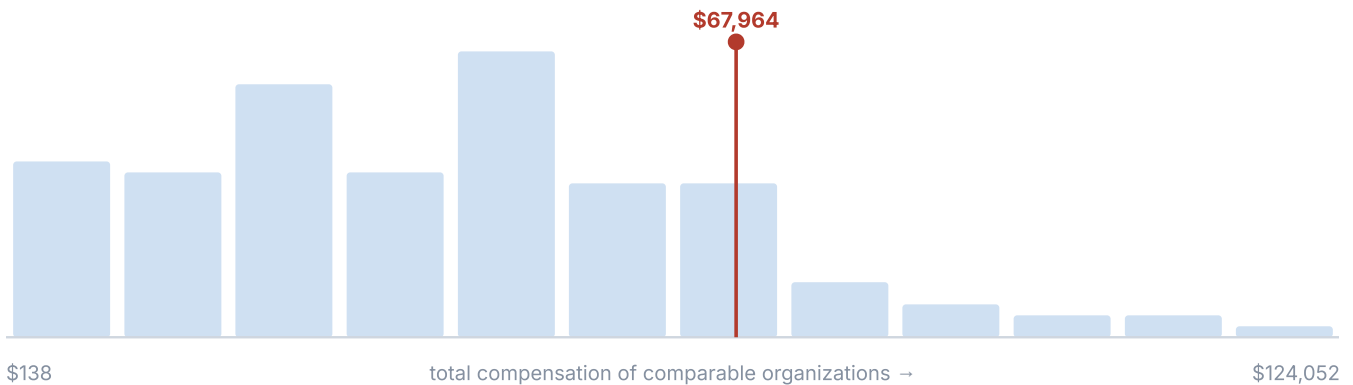
**Benchmarked executive:** Marjorie Neset — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A250).
BUDGET	Total revenue between \$166,121 and \$371,913 — 0.67x to 1.50x the subject's \$247,942 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A25), nationwide + budget 0.67–1.5x revenue.

**136** organizations qualified on sector, size, and geography → **136** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,201	\$22,894	\$40,722	\$56,857	\$70,791	\$67,964
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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="#">Girls Rock Charlotte</a>	NC	\$248,411	Executive Dir.	\$30,630	<b>\$29,426</b>	2023
<a href="#">Art Access</a>	UT	\$248,757	Executive Director	\$72,081	<b>\$66,623</b>	2024
<a href="#">Active Cultures</a>	CA	\$249,844	Executive Director	\$74,250	<b>\$57,901</b>	2024
<a href="#">The Peacock Players Inc</a>	NH	\$250,630	Executive Di	\$61,154	<b>\$50,995</b>	2024
<a href="#">Kalamazoo Book Arts Center</a>	MI	\$251,216	Director	\$40,000	<b>\$36,324</b>	2025
<a href="#">Compass Arts Creativity Project Inc</a>	NY	\$244,567	Executive Director, Secretary	\$56,109	<b>\$45,787</b>	2024
<a href="#">Stemarts Lab</a>	NM	\$243,395	Executive Di	\$37,507	<b>\$36,431</b>	2024
<a href="#">Belvedere Series</a>	VA	\$254,087	Artistic Director	\$33,000	<b>\$28,033</b>	2025
<a href="#">Be Frank Foundation</a>	CO	\$255,229	Managing Director	\$69,420	<b>\$61,889</b>	2023
<a href="#">Emerald Coast Honors Orchestra Foundation Inc</a>	FL	\$256,242	Secretary	\$3,900	<b>\$3,406</b>	2023
<a href="#">Bob Mizer Foundation</a>	CA	\$256,316	President	\$48,800	<b>\$38,055</b>	2024
<a href="#">The Institute For Art And Olfaction</a>	CA	\$257,075	Executive Director	\$43,650	<b>\$35,044</b>	2023
<a href="#">Miano Academy Of Art Inc</a>	FL	\$257,897	President Non Voting Member	\$68,771	<b>\$58,343</b>	2024
<a href="#">Destination Art</a>	CA	\$237,453	Treasurer	\$4,428	<b>\$3,555</b>	2023
<a href="#">Borealis Art Guild</a>	MN	\$259,168	Director	\$8,000	<b>\$7,350</b>	2023
<a href="#">B H Foxy Foundation Inc</a>	CA	\$235,814	Chair/executive Director	\$55,708	<b>\$43,442</b>	2024
<a href="#">Photography Without Borders Inc</a>	PA	\$260,386	Executive Di	\$83,559	<b>\$77,474</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Greenwich Art Society Inc</a>	CT	\$260,507	President, Managing Direct	\$56,260	<b>\$47,637</b>	2024
<a href="#">Utah Youth Symphony Orchestra Assoc</a>	UT	\$260,676	Board Chair	\$3,290	<b>\$3,131</b>	2023
<a href="#">Hunakai Studio Of Fine Arts Inc</a>	MA	\$261,687	President	\$64,649	<b>\$54,014</b>	2023
<a href="#">Southwest Music Education Association</a>	CA	\$262,512	President	\$6,000	<b>\$4,559</b>	2025
<a href="#">Los Angeles Theatre Academy Inc</a>	CA	\$231,447	Executive Dir.	\$20,310	<b>\$16,306</b>	2023
<a href="#">Amp Up Arts</a>	AL	\$230,440	Executive Di	\$16,293	<b>\$15,896</b>	2024
<a href="#">Academy Of Music Outreach</a>	CA	\$265,455	Executive Director	\$84,000	<b>\$67,439</b>	2023
<a href="#">Cincinnati Music &amp; Wellness Coalition</a>	OH	\$230,257	Ceo	\$50,000	<b>\$47,825</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 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 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	136 organizations. Compensation range \$138–\$124,052; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$247,942); for reference, expenses \$582,557 and assets \$315,642. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Marjorie Neset, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	3 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	87 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	78 <sup>th</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	84 <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 (Marjorie Neset) 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 136 similarly situated organizations (Same NTEE sector (A25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,964 is reasonable (approximately the 87<sup>th</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.