

# Bomazeen Land Trust

Executive Director / CEO

EIN **853049448**

ME · NTEE A23

FY ending 2024-12-31

**June 13, 2026**

This analysis benchmarks the total compensation of **Mali-agat Obomsawin, Executive Director / CEO** (\$45,604) against **every comparable organization** that fit the selection criteria — **162** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48<sup>th</sup>** percentile of comparable organizations within the typical range

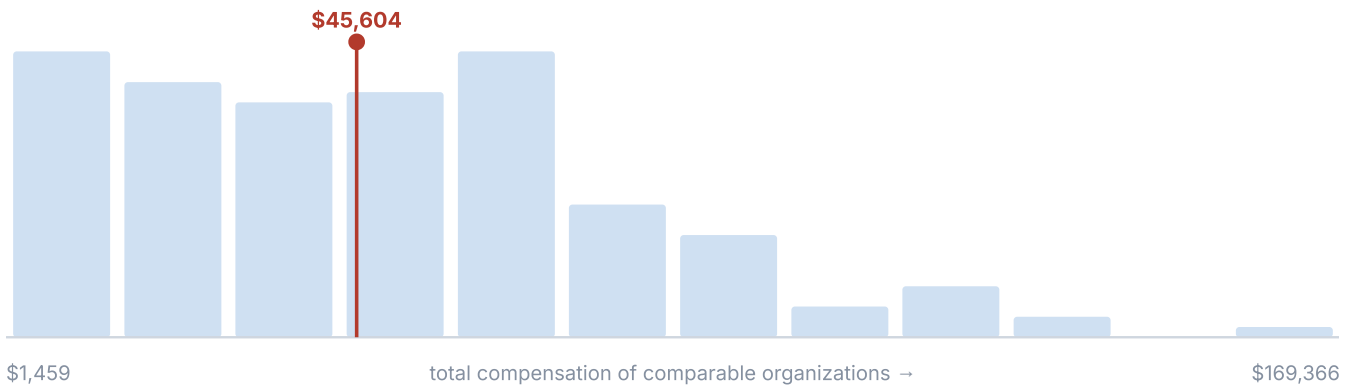
**Benchmarked executive:** Mali-agat Obomsawin — reported title “CO-EXECUTIVE DIRECTOR/BOARD MEMBER”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A23).
BUDGET	Total revenue between \$199,352 and \$446,311 — 0.67x to 1.50x the subject's \$297,541 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

**162** organizations qualified on sector, size, and geography → **162** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,069	\$23,081	\$47,522	\$68,403	\$92,810	<b>\$45,604</b>
---------	----------	----------	----------	----------	-----------------



## ■ 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 ME 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="#">Philippine Cultural Foundation Inc</a>	FL	\$298,020	Senior Vice Chariman	\$37,440	<b>\$34,220</b>	2025
<a href="#">Central District Forum For Arts &amp; Ideas</a>	WA	\$297,012	Executive Dir.	\$91,129	<b>\$81,479</b>	2024
<a href="#">Arkansas Culture And Dialog Center</a>	AR	\$295,824	Executive Director	\$81,917	<b>\$91,955</b>	2024
<a href="#">Creative City Kc Inc</a>	MO	\$294,500	Treasurer	\$82,500	<b>\$87,263</b>	2024
<a href="#">Balkan Cultural Center</a>	CA	\$301,138	President	\$22,000	<b>\$19,532</b>	2023
<a href="#">Advocates For Indigenous California</a>	CA	\$292,769	Executive Dir.	\$65,000	<b>\$57,708</b>	2023
<a href="#">Cambodia Town Inc</a>	CA	\$290,976	Secretary	\$4,500	<b>\$3,995</b>	2023
<a href="#">Indiana Latino Expo</a>	IN	\$304,186	Board Member	\$129,489	<b>\$136,371</b>	2024
<a href="#">Centro Cultural Hispano De San Marcos</a>	TX	\$290,437	Staff Administrator	\$24,245	<b>\$24,220</b>	2024
<a href="#">Islamic Leadership Institute Of America Inc</a>	MD	\$289,915	Chief, Research, Academics & Prgms	\$44,950	<b>\$43,208</b>	2023
<a href="#">Inner City Cultural League Inc</a>	DE	\$289,252	Executive Director	\$26,000	<b>\$26,175</b>	2023
<a href="#">Darul Uloom New Jersey Inc</a>	NJ	\$305,996	President	\$41,100	<b>\$37,729</b>	2023
<a href="#">Vanguard Culture</a>	CA	\$288,923	Board President	\$20,642	<b>\$18,327</b>	2023
<a href="#">India Cultural Center Of Greenwich Inc</a>	CT	\$306,484	Executive Dir.	\$127,200	<b>\$119,104</b>	2024
<a href="#">Irish Diaspora Center</a>	PA	\$307,323	Executive Di	\$90,612	<b>\$92,905</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Cultural Enrichment Center Of Fort Collins</a>	CO	\$307,911	Executive Director	\$70,955	<b>\$69,953</b>	2023
<a href="#">Twelve Gates Arts</a>	PA	\$308,584	Exec Dir./pr	\$64,992	<b>\$66,637</b>	2023
<a href="#">Klondike Smokey City Community Development Corpora</a>	TN	\$308,713	Executive Director	\$75,000	<b>\$78,730</b>	2024
<a href="#">Black Arts &amp; Culture Alliance Of Chicago</a>	IL	\$309,339	Fmr Exe Dir.	\$61,257	<b>\$60,142</b>	2024
<a href="#">Kake Tribal Heritage Foundation</a>	AK	\$285,602	Secretary/tr	\$8,000	<b>\$7,863</b>	2023
<a href="#">King Sejong Institute Center Usa</a>	CA	\$285,247	Cfo	\$38,004	<b>\$33,741</b>	2023
<a href="#">Alaska Native Voices Educational Institute</a>	AK	\$285,092	President	\$36,768	<b>\$35,105</b>	2024
<a href="#">Capital Area New Mainers Project</a>	ME	\$311,379	Executive Di	\$39,992	<b>\$41,173</b>	2023
<a href="#">Artes De La Rosa Inc</a>	TX	\$311,607	Executive Dir.	\$70,192	<b>\$72,191</b>	2023
<a href="#">Global Alliance Of Indigenous Peoples Gender Justi</a>	NY	\$312,058	Director	\$58,000	<b>\$53,886</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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 **162** organizations. Compensation range \$1,459–\$169,366; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$297,541); for reference, expenses \$307,288 and assets \$1,053,396.
ROLE MATCH	Mali-agat Obomsawin, reported title " <i>CO-EXECUTIVE DIRECTOR/BOARD MEMBER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	48 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	46 <sup>th</sup>
Reportable pay only (column D), adjusted	49 <sup>th</sup>
All sources (D + E + F), adjusted	47 <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 (Mali-agat Obomsawin) 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 13, 2026, comparing compensation against 162 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,604 is reasonable (approximately the 48<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 13, 2026.