

Fireweed Community Woodshop

Executive Director / CEO

EIN 854388725

MN · NTEE A25

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Jessica Hirsch, Executive Director / CEO** (\$39,997) against **every comparable organization** that fit the selection criteria — **114** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **51st** percentile of comparable organizations

within the typical range

Benchmarked executive: Jessica Hirsch — reported title “Pollinator”, 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).

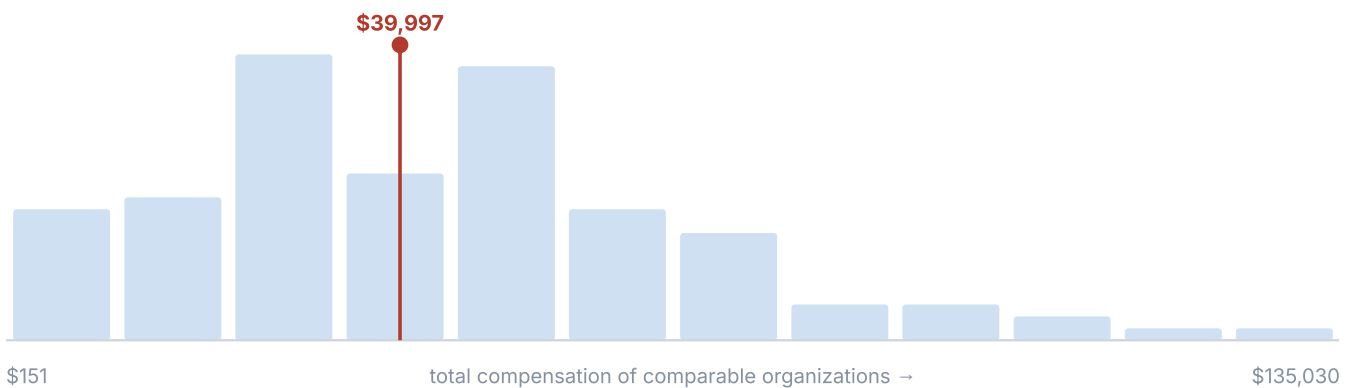
BUDGET Total revenue between \$140,163 and \$313,798 — 0.67x to 1.50x the subject's \$209,199 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A25), nationwide + budget 0.67–1.5x revenue.

114 organizations qualified on sector, size, and geography

→ **114** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,034

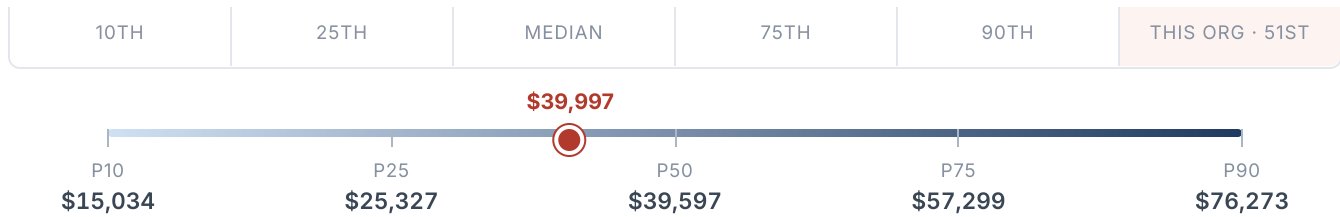
\$25,327

\$39,597

\$57,299

\$76,273

\$39,997



● 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 MN 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
Northwest Arts Center	WA	\$208,548	Executive Dir.	\$27,000	\$24,464	2023
Arts A L Inc	FL	\$207,356	Executive Director	\$80,250	\$76,296	2023
Artists Open Studio Inc	OH	\$211,752	Executive Di	\$19,600	\$20,407	2024
Humanity Hale	HI	\$206,626	Executive Dir.	\$27,580	\$24,990	2023
Small School Inc	NC	\$212,051	Chairman	\$102,000	\$103,601	2024
Day li Day Foundation Inc	CA	\$213,010	President & Ceo	\$60,500	\$52,870	2023
Michigan Arts Access	MI	\$213,518	Executive Di	\$46,000	\$46,672	2024
Hawkeye Indian Cultural Center Inc	NC	\$213,614	Executive Dir.	\$1,400	\$1,386	2025
Instruments 4 Africa	TX	\$204,158	Trustee	\$56,000	\$56,691	2023
National Parks Arts Foundation	NM	\$214,695	President	\$57,500	\$60,792	2024
Ruckusroots Inc	CA	\$215,420	Executive Director	\$65,799	\$57,501	2023
Fred Oldfield Western Heritage & Art Center	WA	\$202,380	Executive Director	\$50,500	\$45,757	2023
Naperville Art League	IL	\$201,956	Director	\$10,676	\$10,622	2023
Frank Hamilton School Inc	GA	\$216,509	Executive Director	\$18,200	\$17,989	2024
Freedom Arts And Education Center	MO	\$216,773	Executive Director	\$28,940	\$31,021	2023
Scalehouse	OR	\$216,997	Executive Director	\$20,000	\$18,257	2024
Creative Hearts Inc	NY	\$218,781	Director	\$33,800	\$30,023	2024
Extra Mile Student Center	WA	\$218,788	Executive Director	\$60,000	\$54,365	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Massachusetts Educational Theater	MA	\$199,088	Exec Director (Ex-officio)	\$23,004	\$20,920	2023
Children's Theatre Of Southern Indiana	IN	\$198,732	Ceo	\$45,031	\$45,477	2025
Lamb Center For Arts And Healing	VA	\$220,347	Executive Dir.	\$78,000	\$76,218	2023
Franklin Pond Chamber Music Inc	GA	\$196,945	Executive Director	\$25,000	\$24,710	2024
North Country Studio Workshops Inc	NH	\$221,522	Exec. Director	\$20,024	\$17,706	2025
Collective Arts Network	OH	\$196,157	Executive Di	\$50,000	\$52,058	2024
Gustavo Dudamel Foundation Inc	NY	\$222,977	Director Of Programs	\$42,000	\$38,409	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 114 organizations. Compensation range \$151–\$135,030; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$209,199); for reference, expenses \$184,972 and assets \$124,959.

ROLE MATCH Jessica Hirsch, reported title *"Pollinator"*, 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	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	51 st
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	48 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 (Jessica Hirsch) 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 114 similarly situated organizations (Same NTEE sector (A25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,997 is reasonable (approximately the 51st 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.