

Atlantic Black Box

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Meadow Dibble, Executive Director / CEO** (\$86,426) against **every comparable organization** that fit the selection criteria — **270** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Meadow Dibble — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

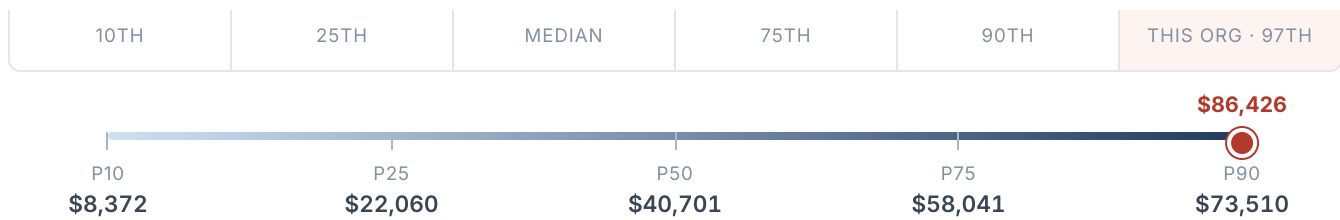
SECTOR	Organizations sharing the subject's NTEE classification (A20).
BUDGET	Total revenue between \$153,082 and \$342,721 — 0.67x to 1.50x the subject's \$228,481 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

270 organizations qualified on sector, size, and geography → **270** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,372	\$22,060	\$40,701	\$58,041	\$73,510	\$86,426
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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 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
Parallel Studios Inc	NM	\$228,761	Executive Di	\$27,720	\$30,654	2023
Images A Festival Of The Arts Inc	FL	\$228,794	Executive Director	\$2,019	\$1,894	2024
Voice Of The City	IL	\$228,121	Vp Of Teachi	\$36,147	\$34,574	2025
Mivos Quartet Performing Arts Inc	NY	\$227,496	Key Employee	\$24,938	\$23,170	2023
Jlf Colorado	CO	\$227,467	Executive Dir.	\$28,296	\$27,096	2024
Arte Institute Inc	NY	\$229,498	President/treasurer	\$60,000	\$54,145	2024
Kente Arts Alliance	PA	\$230,244	President	\$24,000	\$24,608	2023
Maine Jewish Film Festival	ME	\$230,901	Executive Director	\$73,796	\$71,894	2025
Continuum Arts Collective	ME	\$231,432	Executive Director	\$30,000	\$30,886	2023
Urban Arts Collective	TX	\$231,684	Producing Executive Director	\$50,000	\$51,424	2023
Kenosha Common Markets Inc	WI	\$224,761	Executive Dir.	\$60,000	\$62,578	2024
Coronado Junior Arts League	CA	\$224,657	Chair	\$40,000	\$34,494	2024
The Peoples Conservatory	CA	\$224,549	Executive Director	\$43,732	\$43,654	2021
Black Violin Foundation Inc	FL	\$223,842	President	\$19,500	\$18,835	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Escuela Mayaguezana De Ballet	PR	\$223,807	Incorporator	\$29,335	\$30,201	2023
Allied Ceramics Art Institute	CA	\$233,412	Member At Large	\$8,279	\$7,351	2023
Rhizome Dc	DC	\$223,504	Director, Trustee	\$46,128	\$41,618	2023
Ekmeles Inc	NY	\$233,616	President	\$31,675	\$29,429	2023
Monarch Music & Arts Community	KY	\$222,769	President	\$46,000	\$49,355	2024
Mannakin Theater And Dance	CA	\$234,670	Ceo Artistic/executive Director	\$40,000	\$34,494	2024
Crested Butte Society Inc	CO	\$234,861	Executive Director	\$69,592	\$66,641	2024
Amiable Arts Foundation	MS	\$222,009	Executive Director	\$132,000	\$151,155	2023
Bunker Projects Inc	PA	\$221,994	Executive Di	\$30,000	\$29,877	2024
Carolyn Glasoe Bailey Foundation Inc	CA	\$235,050	Executive Director	\$82,796	\$73,508	2023
Psymposia Inc	DE	\$235,243	President	\$20,000	\$19,557	2024

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.

● Sample, role match & sensitivity

PEER COUNT 270 organizations. Compensation range \$281–\$286,162; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$228,481); for reference, expenses \$241,665 and assets \$160,834.

ROLE MATCH	Meadow Dibble, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 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	97 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	95 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 (Meadow Dibble) 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 270 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$86,426 is reasonable (approximately the 97th 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.