

Classic Planning Instit

Executive Director / CEO

EIN 863428097

ME · NTEE A20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Adrianna Broome, Executive Director / CEO** (\$9,515) against **every comparable organization** that fit the selection criteria — **155** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Adrianna Broome — reported title "SOCIAL MEDIA", 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 (A20).

BUDGET Total revenue between \$112,198 and \$251,191 — 0.67x to 1.50x the subject's \$167,461 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

155 organizations qualified on sector, size, and geography → **155** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,753	\$21,472	\$38,818	\$57,677	\$70,536	\$9,515
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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
City College Center For	NY	\$167,400	Managing Director	\$71,969	\$64,946	2024
Viva Voices Choral Organization Inc	KY	\$166,955	President	\$49,250	\$51,480	2025
Center For Arts & Learning Inc	VT	\$168,343	Executive Director	\$28,411	\$29,401	2023
Ne Sculpture Gallery Factory	MN	\$168,662	Secretary	\$59,833	\$59,043	2024
Appalachian Arts Craft Center Inc	TN	\$168,701	Executive Director	\$48,115	\$50,508	2024
Artseed	CA	\$165,991	Exec Dir/secty	\$39,874	\$34,385	2024
Walking Shadow Theatre Company	MN	\$169,065	Executive Director	\$6,500	\$6,248	2025
Fundacion Nacional Para La Cultura Popular	PR	\$169,885	Administratror	\$9,000	\$9,000	2024
88 International Corp	NY	\$171,603	President	\$23,650	\$21,342	2024
National Storytelling Membership Association Inc	MO	\$163,293	Operations	\$11,598	\$12,268	2024
Snap Cultural Events Inc	FL	\$173,240	President	\$33,660	\$32,511	2023
Zgd Inc	NY	\$173,301	Director	\$1,000	\$929	2023
Waterloo Arts	OH	\$161,096	Executive Di	\$43,333	\$45,835	2024
Fremont Center For The Arts	CO	\$159,801	Executive Director	\$13,884	\$13,688	2023
Creative Downtown Appleton Inc	WI	\$175,874	Executive Director	\$3,167	\$3,303	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oklahoma Mural Syndicate	OK	\$158,724	President	\$3,998	\$4,526	2023
Tyler Park Center For The Arts Inc	PA	\$157,663	Executive Director	\$15,000	\$14,938	2024
Lewistown Art Center	MT	\$157,562	Executive Di	\$31,346	\$34,741	2023
Frank Theatre	MN	\$156,939	Secretary	\$60,000	\$59,207	2024
West Nebraska Arts Center	NE	\$155,385	Executive Di	\$43,358	\$46,571	2024
Carl Cherry Foundation	CA	\$180,011	Executive Director	\$46,501	\$40,100	2024
Main Street Arts	VT	\$180,787	Executive Dir.	\$30,300	\$29,672	2025
Lightbox Film Center	PA	\$153,749	Board Director	\$21,000	\$20,914	2024
Tualatin Valley Creates	OR	\$183,224	Executive Director	\$47,578	\$44,124	2024
Orlando Community Arts Inc	FL	\$183,943	President	\$13,500	\$13,040	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.

● Sample, role match & sensitivity

PEER COUNT	155 organizations. Compensation range \$929–\$286,162; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$167,461); for reference, expenses \$146,809 and assets \$34,095.
ROLE MATCH	Adrianna Broome, reported title " <i>SOCIAL MEDIA</i> ", 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	7 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	12 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	14 th
All sources (D + E + F), adjusted	10 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 (Adrianna Broome) 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 155 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,515 is reasonable (approximately the 12th 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.