

Arts In Health Ocala Metro Inc

Executive Director / CEO

EIN 881926044

FL · NTEE A99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Patricia Tomlinson, Executive Director / CEO** (\$75,140) against **every comparable organization** that fit the selection criteria — **93** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

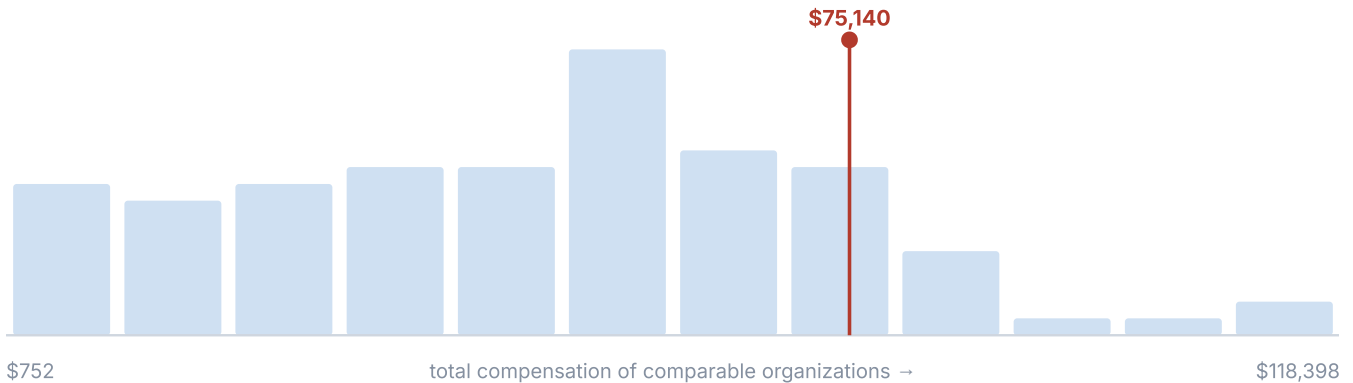
Benchmarked executive: Patricia Tomlinson — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A99).
BUDGET	Total revenue between \$186,699 and \$417,984 — 0.67x to 1.50x the subject's \$278,656 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A99), nationwide + budget 0.67–1.5x revenue.

93 organizations qualified on sector, size, and geography → **93** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,270	\$27,101	\$50,296	\$66,589	\$77,553	\$75,140
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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 FL 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
Hear Now Music Festival	CA	\$280,055	President And Artistic Direct	\$40,500	\$37,227	2023
Minnesota Council Of Teachers Of Mathematics	MN	\$281,564	Executive Director	\$11,220	\$11,802	2023
Academy Of Criminal Sciences	MD	\$275,171	Exec. Dir.	\$77,000	\$74,431	2024
Wi Fairs Inc	WI	\$274,828	Executive Di	\$33,000	\$35,634	2024
Korea Creative Content Agency Inc	NY	\$271,047	President	\$11,950	\$11,165	2024
Recreation Foundation Inc	OR	\$286,403	President	\$30,000	\$29,656	2023
Create Wisconsin Inc	WI	\$270,848	Executive Dir.	\$61,667	\$66,589	2024
Teen Start Program	OH	\$270,544	Greathouse	\$10,367	\$11,688	2023
Save The Hampton House Incorporated	IL	\$287,280	President And Chairman	\$48,846	\$51,118	2023
On Our Own Of Roanoke Valley Inc	VA	\$269,820	Exec Director	\$56,423	\$56,328	2024
Southern Shakespeare Company	FL	\$269,432	Executive Director	\$41,082	\$39,903	2024
Center Stage Inc	MS	\$269,178	Artistic Director	\$33,034	\$37,060	2025
Leu Civic Center Inc	IL	\$288,552	Executive Di	\$34,774	\$35,347	2024
Love Bldg Incorporated	MI	\$268,289	Executive Director 18 Million Rising	\$11,004	\$12,090	2023
Portsmouth Museums Foundation	VA	\$290,118	Interim Executive Director	\$53,840	\$53,749	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Studio 395 Foundation	CA	\$265,130	Ceo	\$39,520	\$35,284	2024
City Of Miami Black Police Precinct	FL	\$292,864	Executive Di	\$83,077	\$80,694	2024
Art Camp 504	LA	\$262,363	Executive Director	\$51,150	\$58,235	2024
Sacred Lands Conservancy	WA	\$258,606	President	\$16,800	\$15,552	2024
Filipino American Symphony Orchestra	CA	\$299,219	Executive Director	\$71,936	\$66,122	2023
Vietnamese American Organization - Vao	CA	\$299,478	Executive Director	\$23,209	\$21,333	2023
Bailey Foundation	MO	\$255,540	Executive Director	\$44,880	\$50,600	2023
Chopsticks Alley Art	CA	\$302,349	Executive Director	\$78,375	\$69,974	2024
Ssj Inc	OR	\$254,528	Executive Dir.	\$66,600	\$65,837	2023
Indiana Artisan Inc	IN	\$302,906	President	\$55,000	\$59,969	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	93 organizations. Compensation range \$752–\$118,398; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$278,656); for reference, expenses \$214,517 and assets \$81,407.
ROLE MATCH	Patricia Tomlinson, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	88 th
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	84 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 (Patricia Tomlinson) 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 93 similarly situated organizations (Same NTEE sector (A99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,140 is reasonable (approximately the 88th 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.