

Peacepathways

Executive Director / CEO

EIN 900138295
 MO · NTEE A52
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Andy Kroesen, Executive Director / CEO** (\$74,596) against **every comparable organization** that fit the selection criteria — **324** 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: Andy Kroesen — 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 (A52).
BUDGET	Total revenue between \$45,099 and \$100,969 — 0.67x to 1.50x the subject's \$67,313 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

324 organizations qualified on sector, size, and geography → **324** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,068	\$7,323	\$16,740	\$30,771	\$46,330	\$74,596
---------	---------	----------	----------	----------	-----------------



● 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 MO 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
Stanley Museum Inc	ME	\$67,395	Executive Director	\$15,683	\$15,265	2023
Monadnock Chorus	NH	\$67,449	Artistic Director	\$12,300	\$10,723	2024
Grippio Stage Company Inc	IL	\$67,129	President/artistic Director	\$30,000	\$28,669	2023
Mag Foundation	CA	\$66,969	President	\$63,448	\$53,255	2023
Bellefontaine Cultural Arts Commission	OH	\$66,936	Co-director	\$6,500	\$6,692	2023
Center For Changes	MI	\$67,764	President	\$33,600	\$33,711	2023
Faribault Community Television	MN	\$67,798	Station Mngr	\$47,508	\$44,321	2024
Heath Community Arts Council	OH	\$67,989	Executive Di	\$40,000	\$41,181	2023
Arpi Publishing	CA	\$68,026	Trustee	\$8,000	\$6,715	2023
Move The World	CA	\$68,220	President & Ceo	\$30,550	\$24,265	2025
The Society Of Mayflower Descendants	ME	\$66,399	Governor	\$1,500	\$1,460	2023
Casoe Inc	MI	\$68,300	Ceostore Manager	\$24,000	\$25,067	2022
Fermata Arts Foundation Inc	CT	\$66,300	President	\$3,248	\$2,960	2023
Waupaca Historical Society	WI	\$66,228	Director	\$24,473	\$24,131	2024
Friends Of Col Ben Stephenson House	IL	\$68,398	Museum Director	\$44,318	\$42,351	2023
Hartford Preservation Alliance Inc	CT	\$66,165	Executive Dir.	\$21,000	\$19,139	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ss Columbia Project	NY	\$65,891	Chairwoman	\$20,000	\$17,567	2023
The National Foundation For Musical	MN	\$65,780	President	\$12,000	\$11,525	2023
Link Art Gallery	IL	\$68,968	Executive Di	\$17,583	\$16,321	2024
Valley Art Association	OR	\$69,007	Exec. Director	\$27,720	\$23,678	2025
Queens World Film Initiative Inc	NY	\$69,060	Co-founder & Artistic Director	\$2,880	\$2,394	2025
Towne Street Theatre	CA	\$69,090	Secretary	\$10,000	\$8,153	2024
Maryland Conservatory Of Music Inc	MD	\$69,212	President And Executive Director	\$74,268	\$67,492	2023
Echo Park Film Center	CA	\$69,228	Executive Director	\$45,090	\$36,761	2024
Interior And Arctic Alaska Aeronautical Foundation	AK	\$65,366	Operations Director	\$29,959	\$27,043	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 324 organizations. Compensation range \$1–\$420,873; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$67,313); for reference, expenses \$238,576 and assets \$1,177,943. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Andy Kroesen, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 32 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 15 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)	97 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	89 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 (Andy Kroesen) 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 324 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,596 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 9, 2026.