

Confluence Gallery And Art Center

Executive Director / CEO

EIN 911428801
 WA · NTEE A200
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Teresa Mitchell, Executive Director / CEO** (\$30,156) against **every comparable organization** that fit the selection criteria — **282** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

Benchmarked executive: Teresa Mitchell — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A200).
BUDGET	Total revenue between \$159,037 and \$356,053 — 0.67x to 1.50x the subject's \$237,369 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

282 organizations qualified on sector, size, and geography → **282** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,628	\$26,928	\$47,390	\$68,354	\$86,692	\$30,156
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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 WA 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
701 Center For Contemporary Art	SC	\$237,911	Administrative Director	\$21,154	\$24,649	2025
Community Arts & Empowerment	CA	\$236,571	Ceo	\$48,400	\$47,916	2024
Partnership Inc	AK	\$236,483	Executive Di	\$56,040	\$63,240	2023
Gallery Night Of Pensacola Inc	FL	\$236,039	Director	\$43,880	\$47,260	2024
The Off-central Players Inc	FL	\$238,855	Board Member / Producing A	\$60,000	\$66,531	2023
Art & Soul Oakland	CA	\$235,700	President, Ceo	\$26,000	\$26,500	2023
Psymposia Inc	DE	\$235,243	President	\$20,000	\$22,452	2024
North Gwinnett Arts Association	GA	\$239,511	Executive Director	\$53,962	\$62,206	2024
Carolyn Glasoe Bailey Foundation Inc	CA	\$235,050	Executive Director	\$82,796	\$84,389	2023
Crested Butte Society Inc	CO	\$234,861	Executive Director	\$69,592	\$76,505	2024
Mannakin Theater And Dance	CA	\$234,670	Ceo Artistic/executive Director	\$40,000	\$39,599	2024
Surati For Performing Arts Inc	NJ	\$240,472	President	\$27,200	\$27,843	2024
Teatro Tariakuri	IL	\$240,585	Executive Director And President	\$28,000	\$31,560	2024
Siren-protectors Of The Rainforest	NY	\$240,987	Executive Director	\$9,446	\$10,075	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ekmeles Inc	NY	\$233,616	President	\$31,675	\$33,784	2023
Allied Ceramics Art Institute	CA	\$233,412	Member At Large	\$8,279	\$8,438	2023
Latino Arte And Culture	NV	\$242,054	Chair/executive Director	\$81,053	\$93,147	2024
Schoolhouse History And Art Center	MT	\$242,143	Executive Director	\$52,333	\$63,008	2025
Central Area Youth Association	WA	\$242,467	Executive Dir.	\$64,200	\$65,899	2024
The American Meditation Institute	NY	\$242,823	President	\$50,000	\$51,800	2024
Urban Arts Collective	TX	\$231,684	Producing Executive Director	\$50,000	\$59,036	2023
Continuum Arts Collective	ME	\$231,432	Executive Director	\$30,000	\$35,458	2023
Kaje Inc	NY	\$243,425	Founding Member And Executive Director	\$66,437	\$68,829	2024
Maine Jewish Film Festival	ME	\$230,901	Executive Director	\$73,796	\$82,536	2025
Skabob House	WA	\$243,946	Treasurer	\$4,800	\$4,800	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA cost of living and 2025 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 WA 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 282 organizations. Compensation range \$323–\$328,521; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$237,369); for reference, expenses \$280,824 and assets \$374,684.
ROLE MATCH	Teresa Mitchell, reported title " <i>Executive Director</i> ", 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	29 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	28 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 (Teresa Mitchell) 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 282 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,156 is reasonable (approximately the 29th 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.