

Coupeville Arts Center

Executive Director / CEO

EIN 911444951

WA · NTEE A250

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Bernhardt, Executive Director / CEO** (\$55,170) 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 **46th** percentile of comparable organizations within the typical range

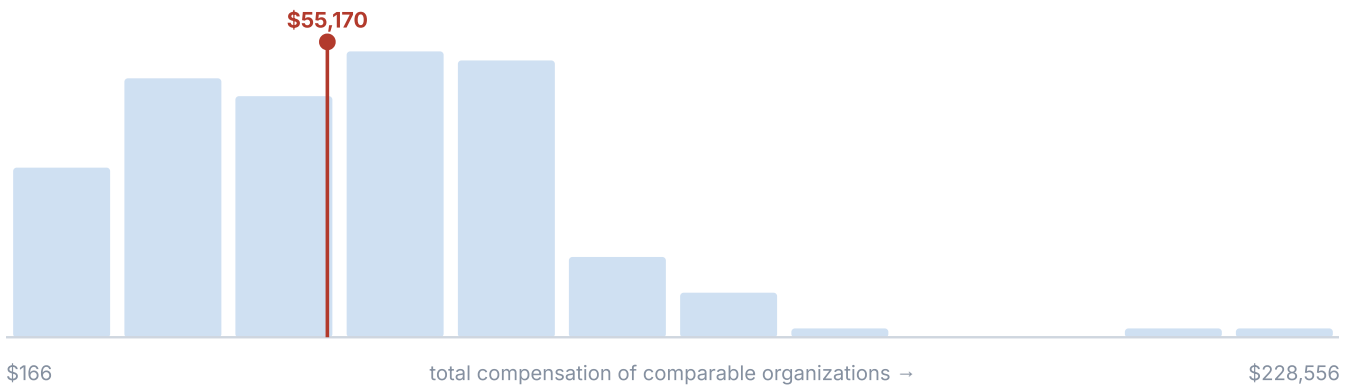
Benchmarked executive: Lisa Bernhardt — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A250).
BUDGET	Total revenue between \$230,959 and \$517,072 — 0.67x to 1.50x the subject's \$344,715 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A25), 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



\$12,842	\$32,929	\$60,222	\$80,282	\$96,158	\$55,170
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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
Hogfish Maine	ME	\$340,928	Executive Director	\$3,570	\$3,879	2024
Nw Film Camp	CA	\$340,757	President	\$9,562	\$8,958	2024
Salt Lake Music School Foundation	UT	\$339,397	Executive D	\$4,089	\$4,541	2024
The Music Education Initiative	AR	\$350,517	Founder	\$96,195	\$120,772	2023
Fine Art Miracles Inc	PA	\$350,924	President	\$77,420	\$83,760	2024
Inclusive Arts Vermont Inc	VT	\$337,905	Executive Di	\$74,200	\$78,935	2025
Lovewell Institute For The Creative Arts Inc	FL	\$336,134	Employee	\$63,000	\$66,104	2023
Mozart Productions Inc	AZ	\$353,787	Presidentceo	\$20,400	\$21,285	2024
Community Rejuvenation Project Inc	CA	\$355,178	President & Ceo	\$70,460	\$67,957	2023
Thru Guidance Ministries Inc	CA	\$355,744	Executive Director	\$139,571	\$130,751	2024
The Art Experience Inc	MI	\$358,089	Executive Director	\$46,165	\$51,696	2024
Celebration Barn Theater	ME	\$330,876	Executive Artistic Director	\$62,000	\$69,343	2023
Arts In Schools Collaborative	PA	\$329,237	President	\$13,842	\$15,418	2023
Tizmoret Inc	MA	\$361,017	President	\$2,000	\$1,950	2024
Arts In Reach-encouraging Growth	NH	\$328,246	Executive Di	\$39,437	\$39,506	2024
California State Band Championships	CA	\$361,770	President	\$6,000	\$5,476	2025
Signal Return Inc	MI	\$327,321	Artistic Director	\$72,422	\$81,097	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ez Kids Creativity Shell	TX	\$326,040	Facilities Dir	\$45,000	\$48,835	2024
Storyark	MN	\$363,947	Executive Di	\$70,000	\$75,040	2024
Outerarts Maryland Inc	MD	\$325,261	Executive Di	\$65,000	\$65,928	2024
Sleepy Hollow Theatre & Arts Park	ND	\$324,690	President	\$28,000	\$34,321	2023
Palm Springs Modern Committee	CA	\$322,975	Exec Director	\$85,000	\$77,576	2025
Spark Arts Ignite Learning	MT	\$367,110	Executive Director	\$66,917	\$78,256	2024
Gulf Beach Art Center	FL	\$321,701	Administrator	\$32,200	\$32,817	2024
1111 A Creative Collective	CA	\$321,147	President	\$38,875	\$37,494	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 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	155 organizations. Compensation range \$166–\$228,556; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$344,715); for reference, expenses \$344,408 and assets \$457,005.
ROLE MATCH	Lisa Bernhardt, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	46 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	45 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 (Lisa Bernhardt) 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 (A25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,170 is reasonable (approximately the 46th 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.