

Field Of Vision Inc

Executive Director / CEO

EIN 921016391

NY · NTEE A31

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Charlotte Cook, Executive Director / CEO** (\$223,207) against **every comparable organization** that fit the selection criteria — **74** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

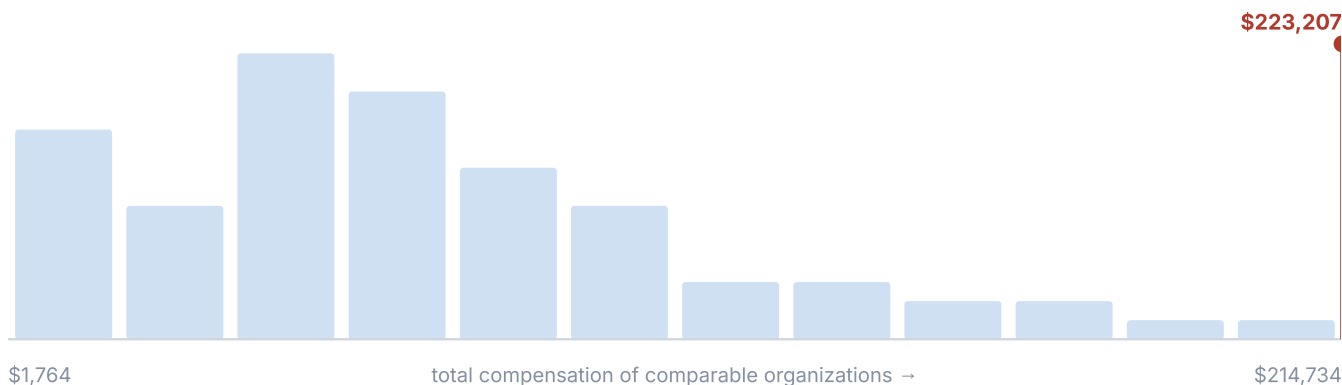
Benchmarked executive: Charlotte Cook — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A31).
BUDGET	Total revenue between \$210,159 and \$470,506 — 0.67x to 1.50x the subject's \$313,671 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A31), nationwide + budget 0.67–1.5x revenue.

74 organizations qualified on sector, size, and geography → **74** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,717	\$38,049	\$64,823	\$90,936	\$132,684	\$223,207
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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 NY 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
Southern Oregon Film Society	OR	\$314,913	Executive Director	\$4,387	\$4,392	2025
International Ocean Film Foundation Inc	CA	\$308,708	Executive Director	\$76,000	\$70,753	2025
James R Halsey Foundation Of The Arts	NJ	\$323,352	Ceo	\$60,000	\$61,035	2023
Filmforum Inc	CA	\$303,502	Vice President	\$18,000	\$17,709	2023
Bravemaker	CA	\$324,639	President	\$132,000	\$129,864	2023
Watsonville Film Festival	CA	\$301,726	Executive Dir.	\$72,000	\$68,803	2024
Mendocino Film Festival Inc	CA	\$330,313	Festival Administrator	\$71,890	\$66,927	2025
Tallgrass Film Association	KS	\$330,994	Executive Director	\$68,725	\$82,165	2024
Writers Guild Of America East Foundation Inc	NY	\$296,114	Founder And Director	\$2,800	\$2,800	2024
Julien Dubuque International Film Festival	IA	\$331,397	Executive Director	\$67,980	\$82,372	2024
Florida Film Institute Inc	FL	\$333,870	President	\$69,675	\$72,435	2024
New Plaza Cinema Inc	NY	\$338,151	General Mgr/	\$35,000	\$36,034	2023
The Generations Project Inc	NY	\$288,484	Executive Dir.	\$68,000	\$70,009	2023
Checkerboard Foundation Inc	NY	\$340,581	Chairman & President	\$20,000	\$20,000	2024
Mara Brock Akil's Writers' Colony	CA	\$283,106	Foundation Director	\$125,000	\$119,449	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jewish Partisan Education Foundation	CA	\$282,356	Foundation Mgr.	\$108,065	\$103,266	2024
Witnessing History Education	KY	\$281,798	Director	\$175,426	\$214,734	2023
Professional Development	FL	\$281,728	President	\$136,576	\$141,986	2024
Cinefemme	CA	\$346,073	Executive Director	\$170,504	\$167,745	2023
Transgender Film Center Ltd	KS	\$277,574	President/executive Director	\$11,500	\$14,155	2023
Houston Cinema Arts Society	TX	\$274,179	Executive Director	\$92,943	\$102,888	2024
Cinemama	CA	\$273,475	President	\$7,380	\$7,261	2023
The Zephyr Theatre	MN	\$357,265	Interim Executive Director	\$48,000	\$52,488	2024
Association Of Film Commissioners	CA	\$359,507	Executive Director	\$120,000	\$118,058	2023
Black Girls Film Camp	NC	\$361,259	Executive Dir	\$41,400	\$47,339	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 74 organizations. Compensation range \$1,764–\$214,734; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$313,671); for reference, expenses \$1,816,868 and assets \$5,502,593. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Charlotte Cook, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	100 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 (Charlotte Cook) 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 74 similarly situated organizations (Same NTEE sector (A31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$223,207 is reasonable (approximately the 100th 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.