PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Nashville Arcade Arts Program Inc

Executive Director / CEO

EIN **933783764**
TN · NTEE A20
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Mollye Brown, Executive Director / CEO** ($80,325) 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 92nd percentile of comparable organizations

above the 90th percentile — board review recommended

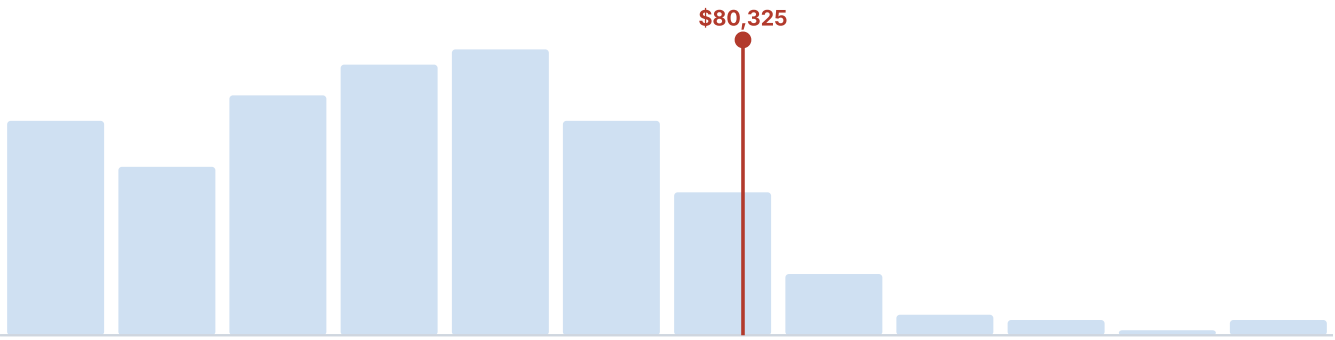
> **Benchmarked executive:** Mollye Brown — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A20).
BUDGET	Total revenue between $204,000 and $456,717 — 0.67× to 1.50× the subject's $304,478 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue.

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

Distribution of comparable compensation



$268 total compensation of comparable organizations → $143,994

$9,655	$25,807	$44,714	$62,250	$77,022	$80,325

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 TN 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
Day Eight	DC	$304,981	President	$83,000	**$69,292**	2024
Kindred Arts Inc	NY	$305,052	Executive Director	$11,750	**$10,399**	2023
El Ballet Folklorico Estudiantil	MI	$303,518	Director	$7,200	**$7,070**	2024
International Focus Inc	NC	$303,451	Executive Director	$69,207	**$70,040**	2023
Smoke & Barrel Inc	LA	$302,839	Director	$12,000	**$12,571**	2024
Creative Nomads Ltd	MD	$306,365	Executive Director	$79,600	**$72,889**	2023
Continuo Arts Foundation Inc	NJ	$302,133	Executive Director	$62,000	**$52,663**	2024
Wham Art Association	AZ	$306,863	Executive Dir.	$49,940	**$47,041**	2023
Skyes The Limit Foundation Inc	AZ	$307,598	President	$73,025	**$66,813**	2024
Buffalo Institute For Contemporary Art	NY	$301,221	Part Time Executive Director	$12,000	**$10,620**	2023
Campanile Center For The Arts Inc	WI	$307,761	Executive Director	$62,647	**$62,243**	2024
Bloomington Creative Glass Center Inc	IN	$300,843	President	$23,404	**$24,173**	2023
First Night Monterey	CA	$309,305	Executive Di	$40,919	**$33,615**	2024
Arts Alive 45 Inc	IL	$309,678	President	$24,500	**$22,915**	2024
The Bridge Pai	VA	$299,056	Chief Execut	$58,731	**$53,949**	2024
Milton Artists Guild Inc	VT	$310,674	Executive Dir.	$60,000	**$57,453**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Saline County Ag Society Inc	NE	$297,926	President	$3,125	**$3,198**	2024
Springfield Contemporary Theatre Inc	MO	$297,882	President	$6,000	**$5,890**	2025
Colorado Celebration Of African American Arts And Culture	CO	$312,233	Executive Director	$5,000	**$4,561**	2024
Huma House Inc	CA	$312,288	President	$92,400	**$73,949**	2025
Venture Lititz Inc	PA	$296,445	Executive Director	$65,531	**$62,170**	2024
Sones De Mexico Ensemble	IL	$296,215	Executive Dir.	$40,000	**$38,516**	2023
Funoon	NY	$295,886	Executive Director	$75,556	**$66,872**	2023
Adefua Cultural Education Workshop	WA	$313,078	Executive Director	$36,503	**$32,010**	2023
Center For International Performance & Exhibition	IL	$295,759	Executive Director	$27,202	**$25,442**	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 $268–$143,994; filing years 2021–2025.
SIZE BASIS	Matched on total revenue ($304,478); for reference, expenses $275,790 and assets $295,608.
ROLE MATCH	Mollye Brown, reported title *"EXECUTIVE DIRECTOR"*, 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.
OUTLIERS	4 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	**92nd**
Total compensation (D + F), as reported (no adjustments)	**88th**
Reportable pay only (column D), adjusted	**87th**
All sources (D + E + F), adjusted	**91st**

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 (Mollye Brown) 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 sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $80,325 is reasonable (approximately the 92nd 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.