

Art Jewelry Forum

Executive Director / CEO

EIN 943363896

VA · NTEE A99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Stefanie Fedor, Executive Director / CEO** (\$45,497) against **every comparable organization** that fit the selection criteria — **99** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

Benchmarked executive: Stefanie Fedor — 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 (A99).

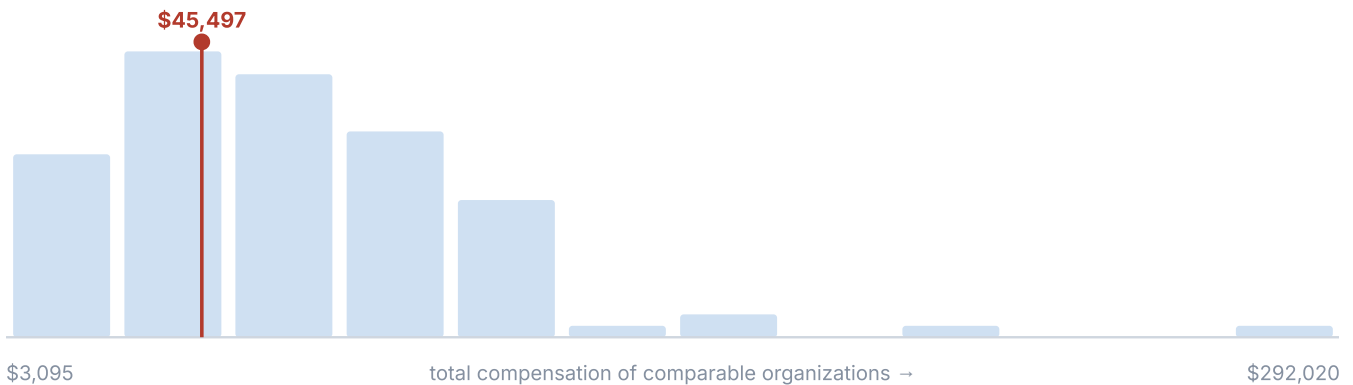
BUDGET Total revenue between \$328,364 and \$735,144 — 0.67x to 1.50x the subject's \$490,096 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A99), nationwide + budget 0.67–1.5x revenue.

99 organizations qualified on sector, size, and geography

→ **99** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,643	\$39,327	\$64,885	\$83,519	\$114,567	\$45,497
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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 VA 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
Line 4 Line	LA	\$485,739	Executive Di	\$60,063	\$68,498	2024
San Francisco Classical Voice	CA	\$494,641	Exec Director	\$121,000	\$108,212	2024
O Positive Festival Inc	NY	\$483,742	Director Of Operations	\$73,496	\$68,783	2024
Arizona Band & Orchestra Directors Association	AZ	\$483,424	Executive Director	\$66,867	\$64,885	2025
Youth Outreach And Learning Institute	CA	\$497,001	Castro	\$35,160	\$31,444	2024
Chicago City Theatre Company	IL	\$483,107	Managing Director	\$60,150	\$61,245	2024
Better Business Bureau Serving The	CA	\$501,477	Secretary/coo	\$48,259	\$43,159	2024
Minnesota Fringe Festival	MN	\$502,542	Executive Director	\$72,461	\$74,155	2024
Ramsey County Library Friends	MN	\$504,753	Ex Dir - Jul	\$30,729	\$31,447	2024
Drumming For Your Life Institute	CA	\$473,746	President	\$51,200	\$47,141	2023
Leadership Charlotte	NC	\$472,128	Executive Director	\$111,405	\$116,145	2025
Open Space For Arts & Community	WA	\$509,476	Executive Director	\$81,053	\$75,157	2024
The Word A Storytelling Sanctuary Inc	CO	\$470,305	Exec Dir	\$85,000	\$82,237	2025
Winston-salem Mixxer Inc	NC	\$510,106	Executive Director	\$41,998	\$44,944	2024
Arts For Life	NC	\$510,660	Executive Director	\$61,441	\$65,750	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ohio Educational Support Group	OH	\$512,361	Trustee	\$44,716	\$49,051	2024
Mosaic Multicultural Foundation	WA	\$467,330	Vice President	\$119,319	\$110,639	2024
Cosmos Gakuin Japanese School	CA	\$513,791	Director And President	\$48,000	\$41,821	2025
American Women Artists	TN	\$464,067	Executive Director Until 11/08/2024	\$34,975	\$37,094	2025
Side Street Projects	CA	\$463,757	Executive Director	\$76,076	\$68,036	2024
The Story Collider Inc	NY	\$461,809	Executive Dir.	\$97,565	\$91,309	2024
Women Wonder Writers	CA	\$460,237	Lead Instructor	\$42,317	\$38,963	2023
Dayton Public Access Television Inc	OH	\$523,391	Executive Director	\$70,000	\$76,786	2024
A-wol Dance Collective	OR	\$524,269	Board Treasurer & Exec Director	\$22,239	\$21,389	2024
San Angelo Broadway Academy Youth	TX	\$450,310	President	\$53,235	\$55,152	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 99 organizations. Compensation range \$3,095–\$292,020; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$490,096); for reference, expenses \$399,436 and assets \$563,075.

ROLE MATCH	Stefanie Fedor, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 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	34 th
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	29 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 (Stefanie Fedor) 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 99 similarly situated organizations (Same NTEE sector (A99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,497 is reasonable (approximately the 34th 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.