

Wharton Esherick Museum

Executive Director / CEO

EIN 231877555

PA · NTEE A510

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Julie Siglin, Executive Director / CEO** (\$111,483) against **every comparable organization** that fit the selection criteria — **39** 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

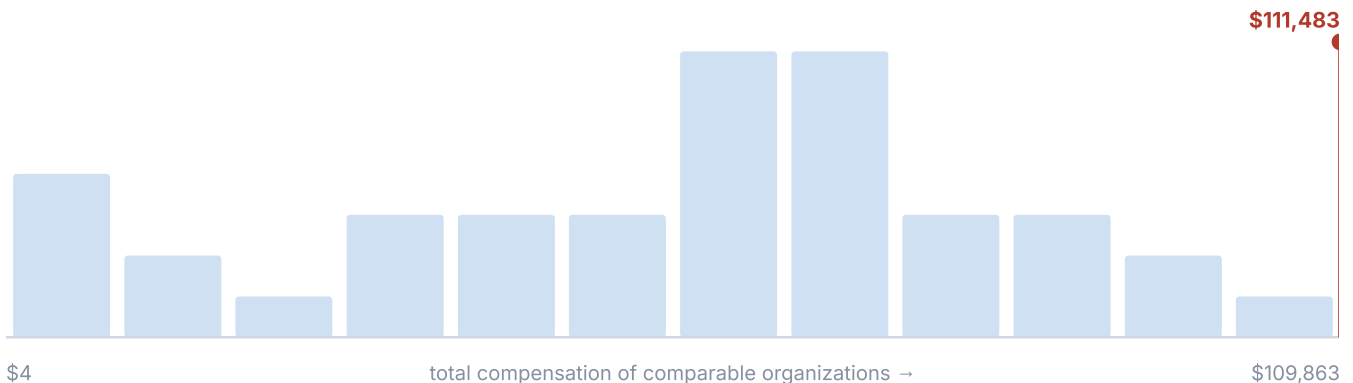
Benchmarked executive: Julie Siglin — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A510).
BUDGET	Total revenue between \$221,268 and \$495,376 — 0.67x to 1.50x the subject's \$330,251 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A51), nationwide + budget 0.67–1.5x revenue.

39 organizations qualified on sector, size, and geography → **39** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,937	\$36,083	\$60,859	\$71,185	\$87,091	\$111,483
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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 PA 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
Bozeman Art Museum	MT	\$332,259	Executive Director	\$49,000	\$52,966	2024
Mitte Cultural District	TX	\$332,344	Executive Dir.	\$75,000	\$77,453	2023
Offcenter Community Arts Project	NM	\$348,177	Executive Director	\$62,423	\$69,315	2023
Waterworks Visual Arts Center Inc	NC	\$348,857	Executive Di	\$76,743	\$79,516	2024
International Art Museum Of America	CA	\$311,017	Director	\$12,408	\$11,061	2023
Dixie Center For The Arts Inc	LA	\$350,701	Executive Director	\$78,706	\$86,906	2024
Sumter Gallery Of Art	SC	\$361,959	Executive Di	\$12,513	\$12,752	2025
Cue Art Foundation	NY	\$297,378	Executive Direc	\$121,244	\$109,863	2024
Cartoon Art Museum Of California	CA	\$365,349	Executive Director	\$70,284	\$60,859	2024
Trustees Of The Tw Wood Gallery	VT	\$294,965	Executive Director	\$65,769	\$66,382	2024
Journeys In Education Inc	NH	\$293,577	Executive Director	\$34,692	\$32,122	2024
Liberty Arts Inc	NC	\$281,926	Executive Di	\$5,250	\$5,440	2024
Cedarburg Art Museum & Society Inc	WI	\$280,277	Executive Director	\$68,199	\$71,422	2024
Mcperson Museum & Arts Foundation	KS	\$383,070	Exe Director	\$55,005	\$61,349	2023
New Jersey State Museum Foundation	NJ	\$383,083	Interim Ed	\$28,750	\$25,740	2024
516 Arts	NM	\$383,975	President/ed	\$91,220	\$98,384	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Robert & Ellen Haan Museum Of	IN	\$276,084	Administrati	\$28,138	\$30,634	2023
Michelson Museum Of Art	TX	\$388,017	Executive Dir.	\$53,900	\$54,066	2024
Santa Paula Art Museum	CA	\$394,622	Executive Di	\$99,274	\$85,961	2024
North Carolina Pottery Museum Inc	NC	\$394,862	Executive Director	\$68,195	\$68,837	2025
Concrete Couch	CO	\$396,632	Executive Director	\$60,000	\$59,396	2023
Grants Pass Museum Of Art	OR	\$263,233	Executive Director	\$43,000	\$40,043	2024
Doral Contemporary Art Museum Inc	FL	\$398,641	President	\$2,000	\$1,884	2024
Caroline County Council Of Arts Inc	MD	\$261,426	Former Executive Director	\$47,975	\$44,977	2024
Arlington Artists Alliance	VA	\$253,157	Exec Dir	\$61,352	\$59,402	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 39 organizations. Compensation range \$4–\$109,863; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$330,251); for reference, expenses \$963,430 and assets \$15,444,750. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Julie Siglin, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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)	97 th
Reportable pay only (column D), adjusted	97 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 (Julie Siglin) 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 39 similarly situated organizations (Same NTEE sector (A51), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$111,483 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.