

Hartford Artisans Weaving Center Inc

Executive Director / CEO

EIN 263608136
 CT · NTEE P80
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Ann Kollegger, Executive Director / CEO** (\$75,000) against **every comparable organization** that fit the selection criteria — **280** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

Benchmarked executive: Ann Kollegger — 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 (P80).
BUDGET	Total revenue between \$233,892 and \$523,639 — 0.67x to 1.50x the subject's \$349,093 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

280 organizations qualified on sector, size, and geography → **280** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,518	\$38,770	\$61,038	\$80,859	\$96,385	\$75,000
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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 CT 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
Hoyt Foundation Inc	MA	\$350,597	Director	\$5,000	\$4,792	2024
Carribean Equality Project Inc	NY	\$351,131	Executive Director	\$54,120	\$53,699	2023
The Way 2 Serve Inc	AL	\$351,778	President	\$80,500	\$92,754	2024
Corazon A Corazon	IL	\$345,264	Executive Dir.	\$60,000	\$62,912	2024
Seniors Vs Crime Inc	FL	\$352,975	President	\$37,560	\$36,663	2025
Hogans Junior Golf Foundation	NE	\$344,706	Executive Director	\$23,695	\$27,984	2023
Caroline Baird Crichfield Fund For Women	VT	\$353,749	Vice President	\$22,600	\$24,978	2023
Soleana Stables	TX	\$354,040	Executive Director	\$85,000	\$90,684	2024
Waterville Valley Adaptive Sports	NH	\$344,040	Executive Director	\$21,104	\$20,783	2024
Planned Lifetime Assistance Network Of Arizona Inc	AZ	\$355,075	Executive Director - President	\$97,977	\$103,465	2023
Waterfall Foundation	AK	\$355,161	Ex. Director/secr.	\$36,000	\$36,708	2024
Rebuilding Together Fargo-moorhead	ND	\$355,535	Executive Di	\$57,750	\$67,592	2024
Suzerain	SC	\$342,464	Executive Di	\$55,000	\$61,196	2024
Autism Society Of Maine	ME	\$342,179	Executive Director (Former)	\$56,638	\$58,929	2025
Po-mar-lin Fire Company	PA	\$356,227	President	\$13,012	\$13,839	2024
Young Audiences Of Northeast Texas Inc	TX	\$340,792	Executive Dir.	\$50,417	\$55,377	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Supporting The Taylor House Inc	CA	\$357,458	Executive Dir.	\$14,808	\$14,040	2023
Senora Woods Retirement Community	MI	\$357,572	President & Ceo	\$31,878	\$36,130	2023
Next Move Program	VA	\$340,422	Executive Director & Co-founder	\$78,757	\$83,499	2023
Target Evolution Incorporated	TX	\$358,079	Executive Director	\$72,420	\$77,263	2024
Flywheel Foundation	NC	\$358,465	Executive Di	\$74,301	\$81,881	2024
Friendship Adventures	WA	\$358,783	Board Chairman, Exec Direc	\$24,500	\$24,086	2023
Art Spark Texas	TX	\$358,886	Executive Director	\$62,868	\$67,072	2024
New Kids Production & Design Inc	GA	\$359,112	Executive Director	\$30,300	\$32,493	2024
Jackson Center For Conductive Education	IN	\$338,751	Program Director	\$55,000	\$63,688	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 280 organizations. Compensation range \$647–\$404,177; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$349,093); for reference, expenses \$301,258 and assets \$406,187.

ROLE MATCH	Ann Kollegger, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	66 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	59 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 (Ann Kollegger) 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 280 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,000 is reasonable (approximately the 66th 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.