

# Center For International Performance & Exhibition

Executive Director / CEO

EIN 363606497  
 IL · NTEE A200  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Marguerite Horberg, Executive Director / CEO** (\$27,202) 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 **26<sup>th</sup>** percentile of comparable organizations within the typical range

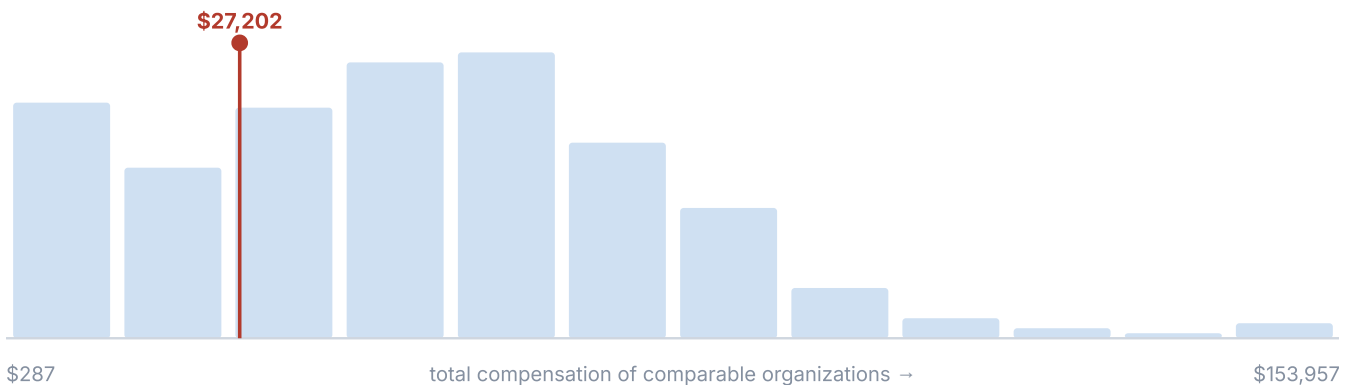
**Benchmarked executive:** Marguerite Horberg — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A200).
BUDGET	Total revenue between \$198,158 and \$443,638 — 0.67x to 1.50x the subject's \$295,759 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

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

## Distribution of comparable compensation



<b>\$8,828</b> 10TH	<b>\$26,132</b> 25TH	<b>\$45,906</b> MEDIAN	<b>\$65,238</b> 75TH	<b>\$81,035</b> 90TH	<b>\$27,202</b> THIS ORG · 26TH
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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 IL 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
<a href="#">Funoon</a>	NY	\$295,886	Executive Director	\$75,556	<b>\$71,498</b>	2023
<a href="#">Sones De Mexico Ensemble</a>	IL	\$296,215	Executive Dir.	\$40,000	<b>\$41,181</b>	2023
<a href="#">Ballet Of York County</a>	SC	\$295,261	Artistic /Studio Director	\$52,738	<b>\$55,963</b>	2024
<a href="#">Venture Lititz Inc</a>	PA	\$296,445	Executive Director	\$65,531	<b>\$66,472</b>	2024
<a href="#">Springfield Contemporary Theatre Inc</a>	MO	\$297,882	President	\$6,000	<b>\$6,297</b>	2025
<a href="#">Saline County Ag Society Inc</a>	NE	\$297,926	President	\$3,125	<b>\$3,419</b>	2024
<a href="#">Newaygo County Council For The Arts Inc</a>	MI	\$293,520	Executive Director	\$45,497	<b>\$47,767</b>	2024
<a href="#">The Bridge Pai</a>	VA	\$299,056	Chief Execut	\$58,731	<b>\$57,681</b>	2024
<a href="#">Kc Fringe Festival Inc</a>	MO	\$291,863	Executive Director	\$50,014	<b>\$53,882</b>	2024
<a href="#">Emerge Cda Inc</a>	ID	\$291,699	Executive Director	\$41,358	<b>\$44,752</b>	2024
<a href="#">Hispanic Connection Of Southern Indiana Inc</a>	IN	\$290,832	President	\$42,016	<b>\$45,069</b>	2024
<a href="#">Bloomington Creative Glass Center Inc</a>	IN	\$300,843	President	\$23,404	<b>\$25,846</b>	2023
<a href="#">Buffalo Institute For Contemporary Art</a>	NY	\$301,221	Part Time Executive Director	\$12,000	<b>\$11,355</b>	2023
<a href="#">Western Ny Book Arts Collaborative Inc</a>	NY	\$289,491	Executive Dir.	\$53,000	<b>\$50,153</b>	2023
<a href="#">Continuo Arts Foundation Inc</a>	NJ	\$302,133	Executive Director	\$62,000	<b>\$56,307</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Studio Ace</a>	CA	\$289,356	Director	\$50,000	<b>\$45,214</b>	2023
<a href="#">Smoke &amp; Barrel Inc</a>	LA	\$302,839	Director	\$12,000	<b>\$13,441</b>	2024
<a href="#">Berwin Art Education Center</a>	NJ	\$288,494	President	\$63,000	<b>\$58,905</b>	2023
<a href="#">Brazilian Cultural Arts Center Of Santa Barbara</a>	CA	\$288,472	Presidentceo	\$34,500	<b>\$31,197</b>	2023
<a href="#">International Focus Inc</a>	NC	\$303,451	Executive Director	\$69,207	<b>\$74,885</b>	2023
<a href="#">El Ballet Folklorico Estudiantil</a>	MI	\$303,518	Director	\$7,200	<b>\$7,559</b>	2024
<a href="#">Imagination Fort Worth</a>	TX	\$287,534	Executive Director	\$68,735	<b>\$72,003</b>	2023
<a href="#">Nashville Arcade Arts Program Inc</a>	TN	\$304,478	Executive Director	\$80,325	<b>\$85,883</b>	2024
<a href="#">Arts Empowerment Project Inc</a>	NC	\$286,962	Ceo	\$50,000	<b>\$54,103</b>	2023
<a href="#">Suntan Art Center Inc</a>	FL	\$286,604	Co-director	\$20,254	<b>\$19,354</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 324 organizations. Compensation range \$287–\$153,957; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$295,759); for reference, expenses \$199,881 and assets \$314,709.

**ROLE MATCH** Marguerite Horberg, reported title "*EXECUTIVE DIRECTOR*", 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	26 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	26 <sup>th</sup>
Reportable pay only (column D), adjusted	27 <sup>th</sup>
All sources (D + E + F), adjusted	25 <sup>th</sup>

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 (Marguerite Horberg) 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 \$27,202 is reasonable (approximately the 26<sup>th</sup> 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.