

Arts Mentorship Program Inc

Executive Director / CEO

EIN 451567553
 CA · NTEE A60
 FY ending 2024-08-31
 June 9, 2026

This analysis benchmarks the total compensation of **Rene Garcia-hernandez, Executive Director / CEO** (\$34,766) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

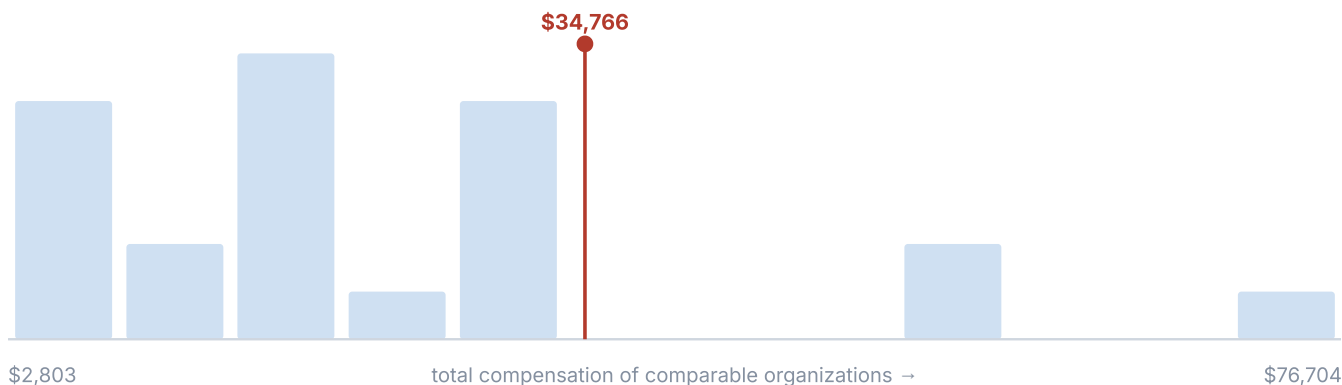
Benchmarked executive: Rene Garcia-hernandez — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

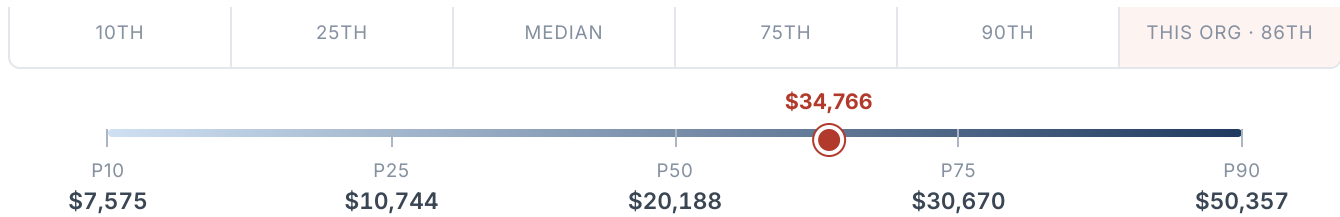
SECTOR	Organizations sharing the subject's NTEE classification (A60).
BUDGET	Total revenue between \$55,492 and \$124,236 — 0.67x to 1.50x the subject's \$82,824 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,575	\$10,744	\$20,188	\$30,670	\$50,357	\$34,766
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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 CA 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
Oconee Youth Playhouse	GA	\$82,270	Executive Di	\$7,450	\$8,931	2023
Cor Mundi Center For Sacred Music	TX	\$83,397	President And Artistic Director	\$6,500	\$7,530	2024
Mountain Home Arts Council Inc	ID	\$83,708	Executive Director	\$16,294	\$20,666	2023
United Lakes & Trail Riders Association	MN	\$81,106	Gambling Manager	\$6,971	\$7,977	2024
The Stage Door Inc	UT	\$87,427	Managing Dir	\$8,000	\$9,482	2024
The Shining Stars Project Inc	CA	\$77,600	Chief Executive Officer	\$19,385	\$19,958	2023
Americans For The Arts Foundation	DC	\$76,278	President & Ceo	\$14,898	\$15,587	2023
Shakespeare In Clark Park	PA	\$74,437	Producing Artistic Director	\$4,000	\$4,756	2023
Kairos Dance Theater Inc	MA	\$73,305	President	\$13,960	\$14,528	2024
Eicher Arts Center Inc	PA	\$93,230	Coordinator	\$13,977	\$16,619	2023
Phoenix Womens Chorus	AZ	\$71,318	Ex Officio	\$15,500	\$16,818	2025
Small Wonder Puppet Theatre Inc	NY	\$97,235	Executive Director	\$55,215	\$57,781	2024
Casoe Inc	MI	\$68,300	Ceostore Manager	\$24,000	\$30,746	2022
Team Sunshine Performance Corp	PA	\$101,673	Co-artistic	\$28,280	\$32,660	2024
Marigold Arts Development Inc	SC	\$103,128	Ceo	\$16,900	\$20,418	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Early Era Collective	TX	\$62,422	Artistic Director	\$2,351	\$2,803	2023
Music From China Inc	NY	\$104,010	Executive Director	\$28,200	\$29,510	2024
Chinese Christian Church Music Institute	CA	\$104,020	Admin	\$25,500	\$25,500	2024
Five Myles Inc	NY	\$113,371	Founder	\$50,000	\$52,323	2024
Wake Forest Community Youth Orchestra	NC	\$115,843	Executive Director (Ex-officio)	\$25,440	\$30,441	2024
Korean American Youth Performing	CA	\$116,512	President	\$30,000	\$30,886	2023
Studio Place Arts Inc	VT	\$123,837	Executive Director	\$65,805	\$76,704	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	22 organizations. Compensation range \$2,803–\$76,704; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$82,824); for reference, expenses \$137,352 and assets \$724,552. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Rene Garcia-hernandez, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	86 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	82 nd

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 (Rene Garcia-hernandez) 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 22 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,766 is reasonable (approximately the 86th 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.