

Filipino American Symphony Orchestra

Executive Director / CEO

EIN 462720347

CA · NTEE A99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jilly Canizares, Executive Director / CEO** (\$71,936) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

Benchmarked executive: Jilly Canizares — 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).

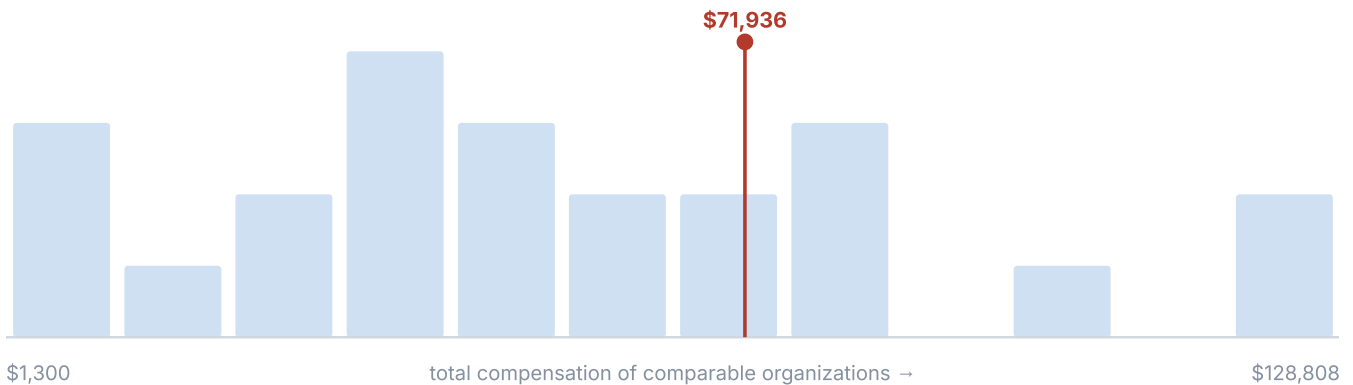
BUDGET Total revenue between \$200,476 and \$448,828 — 0.67x to 1.50x the subject's \$299,219 (the band tightens as size grows).

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

23 organizations qualified on sector, size, and geography

→ **23** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$9,047	\$34,665	\$50,000	\$75,563	\$100,690	\$71,936
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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
Vietnamese American Organization - Vao	CA	\$299,478	Executive Director	\$23,209	\$23,209	2023
Chopsticks Alley Art	CA	\$302,349	Executive Director	\$78,375	\$76,126	2024
Dance Film Sf Inc	CA	\$312,344	Interim Executive Director	\$68,950	\$68,950	2023
Hear Now Music Festival	CA	\$280,055	President And Artistic Direct	\$40,500	\$40,500	2023
Cinestory Inc	CA	\$319,934	Executive Director	\$32,700	\$30,943	2025
Shipyards Trust For The Arts	CA	\$321,074	President Ceo	\$118,920	\$118,920	2023
Studio 395 Foundation	CA	\$265,130	Ceo	\$39,520	\$38,386	2024
Los Angeles Indigenous Peoples' Alliance	CA	\$336,000	Director	\$6,000	\$5,828	2024
Sol Treasures Inc	CA	\$343,778	Executive Dir.	\$83,334	\$80,943	2024
Mariachi Womens Foundation	CA	\$253,146	Executive Dir.	\$50,000	\$50,000	2023
Drag Story Hour	CA	\$349,890	E.d. To 12/23	\$66,058	\$64,163	2024
Blindspot Collective	CA	\$229,118	Director	\$21,925	\$21,925	2023
Firehouse Projects	CA	\$220,000	Director	\$75,000	\$75,000	2023
5p Society	CA	\$219,370	Executive Vp	\$50,000	\$48,566	2024
D2is Foundation	CA	\$382,720	President	\$40,327	\$40,327	2023
Marin Open Studios	CA	\$212,519	Executive Dir.	\$52,507	\$51,001	2024
Space Cowboys Collective	CA	\$211,775	Chief Executive Officer	\$1,300	\$1,300	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ventura Audubon Society	CA	\$211,531	Director	\$3,789	\$3,680	2024
Broad Room Creative Collective Sacramento	CA	\$211,336	Executive Director	\$41,204	\$40,022	2024
Demolay International 73000 Northern California	CA	\$390,765	Executive Director	\$81,946	\$81,946	2023
De Colores Arts	CA	\$393,608	Executive Director	\$132,613	\$128,808	2024
The Society For Financial Awareness	CA	\$426,670	Coo	\$108,489	\$105,376	2024
Sutter County Parent Network	CA	\$444,405	Co-executive Director	\$56,264	\$54,650	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 2023 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	23 organizations. Compensation range \$1,300–\$128,808; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$299,219); for reference, expenses \$290,393 and assets \$217,466.
ROLE MATCH	Jilly Canizares, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	70th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	70 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 (Jilly Canizares) 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 23 similarly situated organizations (Same NTEE sector (A99) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,936 is reasonable (approximately the 70th 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.