

Aspire Creative Arts Program

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Janice Reyes, Executive Director / CEO** (\$13,033) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

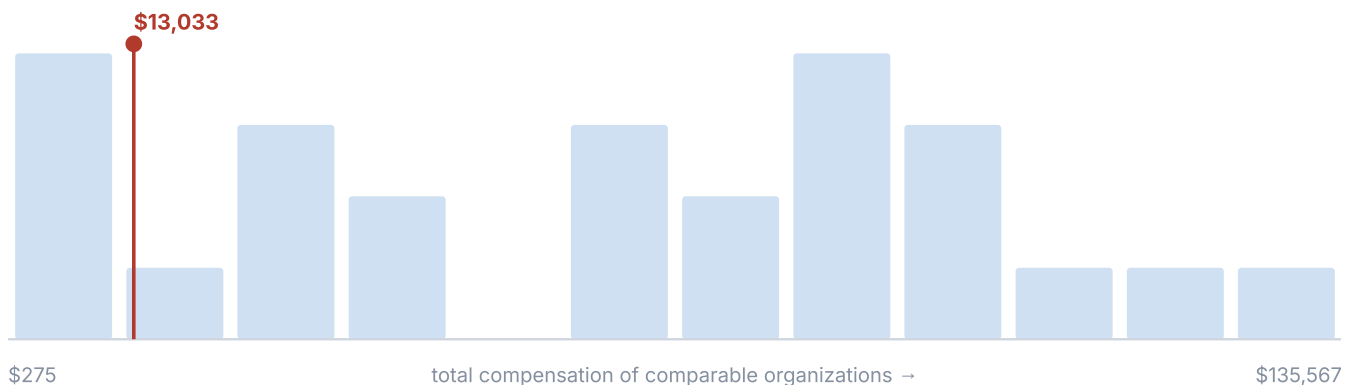
Benchmarked executive: Janice Reyes — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A25).
BUDGET	Total revenue between \$264,030 and \$591,114 — 0.67x to 1.50x the subject's \$394,076 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A25) + CA + budget 0.67–1.5x revenue.

25 organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,030	\$31,082	\$65,000	\$84,000	\$106,489	\$13,033
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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
Art House San Clemente	CA	\$373,922	Executive Director	\$79,995	\$79,995	2023
California State Band Championships	CA	\$361,770	President	\$6,000	\$5,678	2025
Thru Guidance Ministries Inc	CA	\$355,744	Executive Director	\$139,571	\$135,567	2024
Community Rejuvenation Project Inc	CA	\$355,178	President & Ceo	\$70,460	\$70,460	2023
Youth Arts Collective Inc	CA	\$444,083	Director	\$65,000	\$65,000	2023
Nw Film Camp	CA	\$340,757	President	\$9,562	\$9,288	2024
Palm Springs Modern Committee	CA	\$322,975	Exec Director	\$85,000	\$80,433	2025
1111 A Creative Collective	CA	\$321,147	President	\$38,875	\$38,875	2023
Creative Kids Playhouse Childrens	CA	\$476,911	President	\$37,015	\$37,015	2023
Bloom Arts Foundation Inc	CA	\$481,207	Ececutive Director	\$104,137	\$101,149	2024
Bocon Inc	CA	\$305,928	Executive Dir.	\$83,499	\$81,103	2024
Art Explorers Inc	CA	\$305,597	Co Director	\$59,405	\$57,701	2024
Arthouse Studio Inc	CA	\$489,139	Executive Dir.	\$113,300	\$110,049	2024
Friends Of Mcgroarty Cultural Arts Cntr	CA	\$296,370	Executive Dir.	\$34,005	\$32,178	2025
San Francisco Writers Conference	CA	\$286,328	President	\$18,000	\$17,484	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Center For Architecture And Design	CA	\$285,759	Executive Director	\$11,142	\$11,142	2023
Junior High Incorporated	CA	\$281,645	Executive Director	\$32,000	\$31,082	2024
Hijos Del Sol Arts Productions	CA	\$506,580	Executive Director	\$95,271	\$92,538	2024
Fashioneer Org	CA	\$510,314	Director	\$30,000	\$29,139	2024
Aya Art Co	CA	\$270,714	Officer	\$275	\$275	2023
Chris Babcock Art Prep	CA	\$267,281	President	\$64,835	\$62,975	2024
Academy Of Music Outreach	CA	\$265,455	Executive Director	\$84,000	\$84,000	2023
Truckee Roundhouse	CA	\$542,183	Executive Dir.	\$95,787	\$93,039	2024
Playground	CA	\$584,541	President	\$120,000	\$116,557	2024
Foothill Creative Arts Group	CA	\$585,498	Exective Director	\$71,875	\$71,875	2023

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 25 organizations. Compensation range \$275–\$135,567; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$394,076); for reference, expenses \$359,751 and assets \$519,506.

ROLE MATCH Janice Reyes, reported title "*PRESIDENT*", 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	16 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	12 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 (Janice Reyes) 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 25 similarly situated organizations (Same NTEE sector (A25) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,033 is reasonable (approximately the 16th 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.