

Indian Cultural Heritage Foundation

Executive Director / CEO

EIN 752590667
 TX · NTEE A20
 FY ending 2023-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Suma Kulkarni, Executive Director / CEO** (\$17,000) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

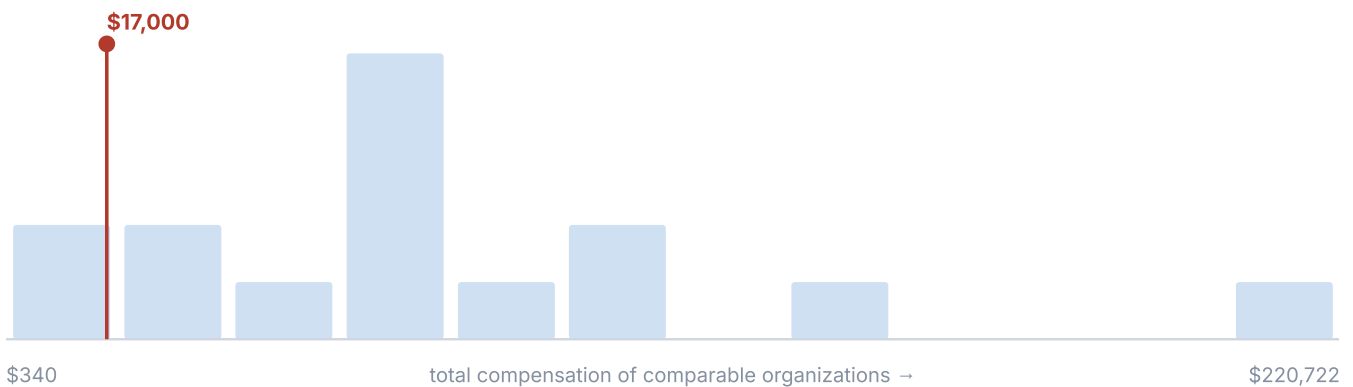
Benchmarked executive: Suma Kulkarni — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A20).
BUDGET	Total revenue between \$271,243 and \$607,261 — 0.67x to 1.50x the subject's \$404,841 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20) + TX + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,134	\$42,034	\$65,292	\$91,655	\$124,851	\$17,000
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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 TX 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
Documentary Arts Inc	TX	\$387,152	Pres/treasurer	\$100,000	\$97,131	2024
Tx Bicycle Coalition Education Fund	TX	\$381,303	Executive Director	\$7,913	\$7,686	2024
Texas Folklife Resources	TX	\$428,750	Executive Director	\$140,000	\$140,000	2023
Sage Studio & Gallery	TX	\$367,809	President	\$65,292	\$65,292	2023
Legends Do Live	TX	\$364,008	Director	\$27,083	\$26,306	2024
Babes Fest Inc	TX	\$343,025	Founding Executive Director	\$57,600	\$57,600	2023
San Anto Cultural Arts	TX	\$333,818	Executive Dir.	\$61,799	\$60,026	2024
Luminaria	TX	\$478,477	Executive Dir.	\$73,172	\$73,172	2023
Arts Mission Oak Cliff	TX	\$317,052	Exec. Dir./p	\$36,000	\$34,967	2024
Imagination Fort Worth	TX	\$287,534	Executive Director	\$68,735	\$68,735	2023
Bee Cave Arts Foundation	TX	\$283,079	Board President	\$340	\$340	2023
Big Medium	TX	\$272,568	Executive Director	\$88,723	\$86,178	2024
San Antonio Mobility Coalition Inc	TX	\$541,442	Pres. & Ceo	\$227,242	\$220,722	2024
Tomball Sister City Organization	TX	\$552,551	Executive Director	\$50,550	\$49,100	2024
Tom Lea Institute	TX	\$556,559	Executive Di	\$105,144	\$102,127	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	15 organizations. Compensation range \$340–\$220,722; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$404,841); for reference, expenses \$386,357 and assets \$175,217.
ROLE MATCH	Suma Kulkarni, reported title " <i>EXECUTIVE DI</i> ", 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.
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	13 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	13 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 (Suma Kulkarni) 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 10, 2026, comparing compensation against 15 similarly situated organizations (Same NTEE sector (A20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,000 is reasonable (approximately the 13th 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 10, 2026.