

# San Jose Multicultural Artists Guild Inc

Executive Director / CEO

EIN 770311831

CA · NTEE A90

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Arlene Sagun, Executive Director / CEO** (\$35,900) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

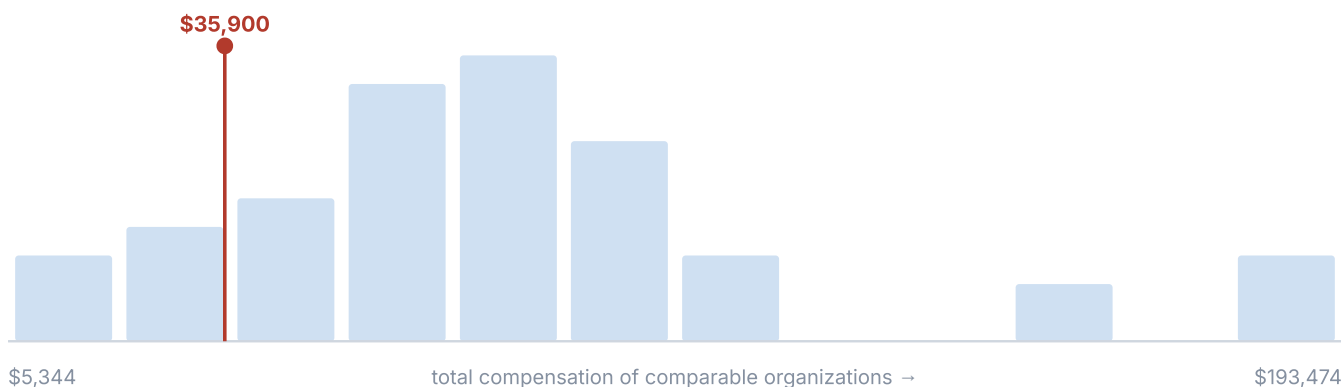
**Benchmarked executive:** Arlene Sagun — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A90).
BUDGET	Total revenue between \$311,369 and \$697,096 — 0.67x to 1.50x the subject's \$464,731 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A90), nationwide + budget 0.67–1.5x revenue.

**46** organizations qualified on sector, size, and geography → **46** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$25,377	\$48,813	\$77,788	\$90,391	\$131,322	<b>\$35,900</b>
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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
<a href="#">Colorado West Performing Arts</a>	CO	\$465,186	Executive Di	\$9,843	<b>\$10,617</b>	2024
<a href="#">Zygote Press Inc</a>	OH	\$466,315	Executive Di	\$81,080	<b>\$96,598</b>	2024
<a href="#">The Episcopal Actors' Guild</a>	NY	\$462,407	Executive Di	\$194,093	<b>\$192,200</b>	2025
<a href="#">River Oaks Square Arts &amp; Craft Center</a>	LA	\$458,843	Executive Dir.	\$61,445	<b>\$78,355</b>	2023
<a href="#">Society For History And Racial</a>	MI	\$477,508	Executive Di	\$72,488	<b>\$86,647</b>	2023
<a href="#">Chicago Artists Coalition</a>	IL	\$451,588	Executive Director	\$50,329	<b>\$57,301</b>	2023
<a href="#">Arts &amp; Business Council Of Miami Inc</a>	FL	\$438,365	Executive Director	\$99,000	<b>\$101,918</b>	2025
<a href="#">Jamestowne Society Inc</a>	VA	\$491,201	Executive Director	\$62,275	<b>\$67,636</b>	2024
<a href="#">Augusta Ferry Authority Inc</a>	KY	\$492,569	President	\$23,492	<b>\$28,390</b>	2024
<a href="#">Common Wealth Mural Collaborative</a>	MA	\$496,966	President	\$84,423	<b>\$85,336</b>	2024
<a href="#">Latitude Inc Nfp</a>	IL	\$499,033	Executive Director	\$75,000	<b>\$80,801</b>	2025
<a href="#">Workshop 13 Inc</a>	MA	\$428,532	Executive Di	\$59,780	<b>\$60,426</b>	2024
<a href="#">Chatfield Center For The Arts Inc</a>	MN	\$427,659	Part Year Ex	\$65,865	<b>\$73,207</b>	2024
<a href="#">Studio By The Tracks Inc</a>	AL	\$506,184	Executive Director	\$63,545	<b>\$77,221</b>	2024
<a href="#">Community Artists Collective</a>	TX	\$508,383	Exec Dir	\$40,000	<b>\$45,008</b>	2024
<a href="#">Arte Y Mana Inc</a>	PR	\$419,663	Executive Director	\$85,230	<b>\$82,785</b>	2024
<a href="#">Holly Springs Center</a>	SC	\$419,104	Executive Di	\$35,316	<b>\$42,667</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Interurban Arthouse</a>	KS	\$514,711	Chief Executive Officer	\$71,655	<b>\$89,648</b>	2023
<a href="#">Springtime Tallahassee Festival Inc</a>	FL	\$413,087	Executive Director	\$52,929	<b>\$57,583</b>	2023
<a href="#">Lawyers For The Creative Arts</a>	IL	\$516,381	Executive Dir.	\$135,400	<b>\$149,733</b>	2024
<a href="#">Georgia Lawyers For The Arts Inc</a>	GA	\$517,427	Executive Director	\$162,500	<b>\$189,219</b>	2023
<a href="#">Noblesville Creates</a>	IN	\$520,481	Executive Director	\$74,450	<b>\$90,923</b>	2023
<a href="#">Ogden First Inc</a>	UT	\$520,800	Executive Director	\$69,390	<b>\$79,886</b>	2024
<a href="#">The Writers Room</a>	NY	\$522,020	Director	\$154,643	<b>\$161,829</b>	2023
<a href="#">Hero Workshop</a>	CA	\$523,629	Chief Executive Officer	\$43,846	<b>\$42,588</b>	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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	46 organizations. Compensation range \$5,344–\$193,474; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$464,731); for reference, expenses \$282,410 and assets \$287,627.
ROLE MATCH	Arlene Sagun, reported title " <i>Executive Dir.</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** 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	15 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	20 <sup>th</sup>
Reportable pay only (column D), adjusted	15 <sup>th</sup>
All sources (D + E + F), adjusted	15 <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 (Arlene Sagun) 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 46 similarly situated organizations (Same NTEE sector (A90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,900 is reasonable (approximately the 15<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.