

Millburn Institute Of Talent

Executive Director / CEO

EIN 811344566
 NJ · NTEE A20
 FY ending 2025-06-30
June 10, 2026

This analysis benchmarks the total compensation of **Jiangpeng Wang, Executive Director / CEO** (\$7,510) against **every comparable organization** that fit the selection criteria — **322** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

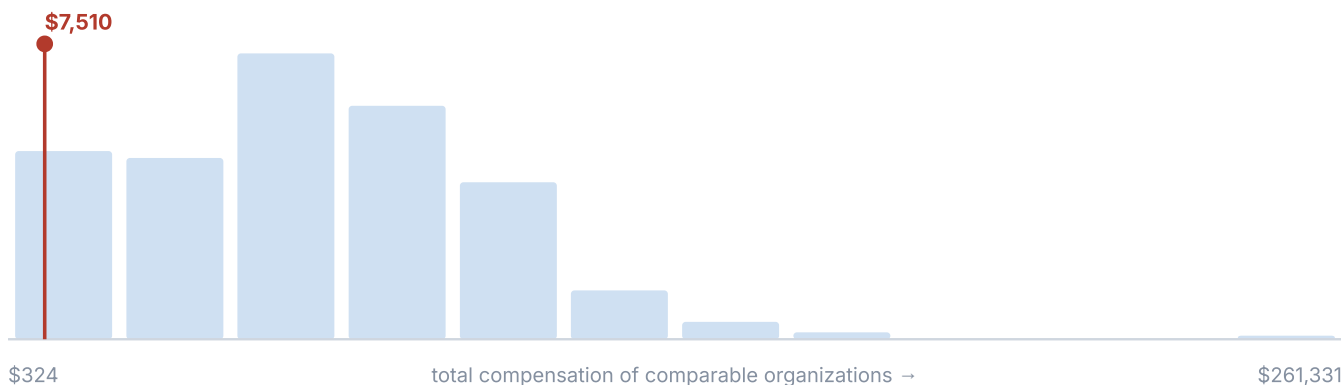
Benchmarked executive: Jiangpeng Wang — reported title "Principal", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A20).
BUDGET	Total revenue between \$249,932 and \$559,549 — 0.67x to 1.50x the subject's \$373,033 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

322 organizations qualified on sector, size, and geography → **322** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,134	\$35,821	\$60,237	\$83,225	\$100,998	\$7,510
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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 NJ 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
Hawthorne Arts Collaborative	ME	\$373,179	Executive Dir.	\$60,000	\$69,072	2024
Arts Council Of Lake Oswego	OR	\$371,294	Executive Director	\$97,734	\$104,344	2024
Santa Barbara Arts Collaborative Inc	CA	\$375,574	Executive Dir.	\$92,700	\$92,026	2024
Danzantes Unidos De California	CA	\$369,632	Executive Director	\$50,000	\$48,357	2025
Handmade Arcade	PA	\$369,502	Executive Director	\$64,500	\$73,948	2024
Beta-local Inc	PR	\$369,234	Co-director	\$30,000	\$31,703	2023
Stecoah Valley Arts Crafts &	NC	\$369,110	Executive Di	\$47,020	\$54,415	2025
Diaspora Arts Connection Inc	CA	\$368,688	Executive Dir.	\$6,310	\$6,264	2024
We Players	CA	\$368,436	Artistic Director	\$55,000	\$54,600	2024
Sage Studio & Gallery	TX	\$367,809	President	\$65,292	\$77,304	2023
The Wonderseed Foundation	CA	\$379,075	Executive Direc	\$59,725	\$61,042	2023
Statement Arts Inc	NY	\$379,950	Secretary	\$60,818	\$63,181	2024
Ugly Duckling Presse Ltd	NY	\$381,176	Press Manager	\$58,125	\$60,384	2024
Tx Bicycle Coalition Education Fund	TX	\$381,303	Executive Director	\$7,913	\$9,100	2024
New City Arts Initiative	VA	\$364,446	Executive Director	\$83,276	\$90,057	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Carpe Diem Arts Inc	MD	\$364,301	Executive Director (Thru 8/3/25)	\$50,000	\$52,356	2025
Father Matters Inc	AZ	\$381,907	President/ceo	\$62,770	\$69,402	2024
Legends Do Live	TX	\$364,008	Director	\$27,083	\$31,146	2024
Camden Fireworks Incorporated	NJ	\$363,657	Executive Director	\$62,414	\$65,958	2023
Roxy Bremerton	WA	\$363,396	Executive Director	\$72,459	\$74,581	2024
Luma 8	IL	\$362,280	President	\$121,752	\$137,609	2024
The Muses Inc	AR	\$383,799	President	\$65,000	\$83,998	2024
The Spark	CO	\$362,046	Ed	\$12,190	\$13,439	2024
Mid India Christian Mission	FL	\$360,298	Executive Director	\$91,008	\$101,193	2023
Summit Artspace	OH	\$359,966	Executive Di	\$69,197	\$86,748	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ cost of living and 2025 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 NJ 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 322 organizations. Compensation range \$324–\$261,331; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$373,033); for reference, expenses \$347,329 and assets \$376,721.

ROLE MATCH Jiangpeng Wang, reported title "*Principal*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	5 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	5 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 (Jiangpeng Wang) 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 322 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,510 is reasonable (approximately the 5th 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.