

Santa Theresa Tileworks (Imago Dei)

Executive Director / CEO

EIN 833464317
 AZ · NTEE A25
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Cameron Taylor, Executive Director / CEO** (\$29,858) against **every comparable organization** that fit the selection criteria — **159** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

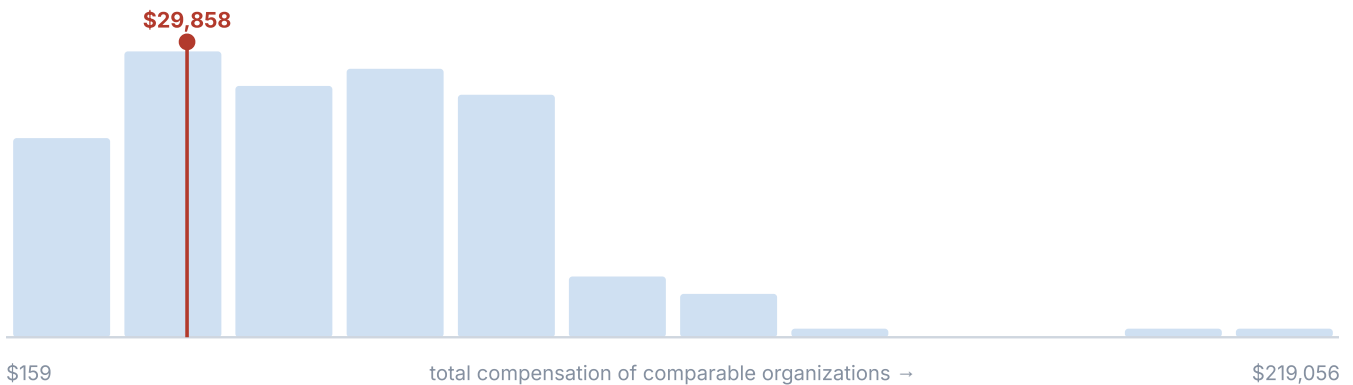
Benchmarked executive: Cameron Taylor — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A25).
BUDGET	Total revenue between \$205,903 and \$460,978 — 0.67x to 1.50x the subject's \$307,319 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A25), nationwide + budget 0.67–1.5x revenue.

159 organizations qualified on sector, size, and geography → **159** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$9,956	\$28,172	\$52,676	\$74,925	\$90,487	\$29,858
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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 AZ 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
Nomadstudio Inc	FL	\$307,266	Executive Director	\$48,083	\$46,968	2024
Actors Garage	NY	\$308,152	Trustee	\$152,016	\$142,833	2024
National Conservatory Of Dramatic Arts	DC	\$308,410	President	\$34,706	\$31,668	2024
Bocon Inc	CA	\$305,928	Executive Dir.	\$83,499	\$74,971	2024
Art Explorers Inc	CA	\$305,597	Co Director	\$59,405	\$53,338	2024
Milton Art Center Inc	MA	\$309,748	Executive Director	\$95,220	\$91,600	2023
Oregon Arts Watch	OR	\$304,412	Executive Director	\$24,000	\$22,577	2025
Overflow Fine Arts Inc	FL	\$310,576	President	\$19,036	\$18,595	2024
Childrens Arts Guild	NY	\$310,730	Founding President And Ceo	\$100,000	\$96,735	2023
Summertime Gallery Inc	NY	\$300,481	Gallery Director	\$51,154	\$49,484	2023
Able - Artists Breaking Limits &	IL	\$315,868	Executive Dir.	\$56,050	\$57,297	2024
Access Art	FL	\$317,475	Director	\$13,000	\$12,699	2024
Friends Of Mcgroarty Cultural Arts Cntr	CA	\$296,370	Executive Dir.	\$34,005	\$29,745	2025
Aspireconservatory Of Fine & Performing Arts Inc	KY	\$295,157	Treasurer	\$47,709	\$54,871	2023
Cape Ann Art Haven Inc	MA	\$294,868	Executive Director/treasurer	\$60,000	\$57,719	2023
Embracing Our Differences	MI	\$294,840	Secretary	\$25,440	\$28,109	2023
Harmony Project Phoenix	AZ	\$320,409	Secretary/ex	\$90,000	\$92,658	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Center For The Arts	IL	\$293,638	President, Executive Director	\$25,016	\$25,572	2024
Little Eagle Arts Foundation	WI	\$293,631	Executive Director	\$32,280	\$35,054	2024
Rochester Construction Training	NY	\$321,061	Executive Di	\$88,825	\$81,308	2025
1111 A Creative Collective	CA	\$321,147	President	\$38,875	\$35,935	2023
Gulf Beach Art Center	FL	\$321,701	Administrator	\$32,200	\$31,453	2024
Northeast Iowa School Of Music	IA	\$292,244	Board Member	\$144	\$159	2025
Union Hall	CO	\$292,190	Executive Di	\$52,832	\$52,676	2024
Palm Springs Modern Committee	CA	\$322,975	Exec Director	\$85,000	\$74,352	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ cost of living and 2024 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 AZ 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	159 organizations. Compensation range \$159–\$219,056; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$307,319); for reference, expenses \$321,138 and assets \$24,756.
ROLE MATCH	Cameron Taylor, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	28 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 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 (Cameron Taylor) 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 159 similarly situated organizations (Same NTEE sector (A25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,858 is reasonable (approximately the 28th 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.