

Sephardic Heritage International

Executive Director / CEO

EIN 834120107

DC · NTEE A20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Franz Afraim Katzir, Executive Director / CEO** (\$20,833) against **every comparable organization** that fit the selection criteria — **300** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Franz Afraim Katzir — reported title “Executive Director”, 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 \$171,495 and \$383,946 — 0.67x to 1.50x the subject's \$255,964 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

300 organizations qualified on sector, size, and geography → **300** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,553	\$27,618	\$47,820	\$69,870	\$88,120	\$20,833
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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 DC 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
Blue Sage Center For The Arts	CO	\$256,184	Executive Di	\$43,577	\$47,617	2024
Palmo Center For Peace & Education	OR	\$255,475	Presdient	\$57,946	\$63,134	2023
Northern California Music & Art Culture Center	CA	\$256,509	Executive Director	\$48,000	\$47,233	2024
Contemporary Art Group	CA	\$255,236	Executive Director	\$62,500	\$63,317	2023
Firestone Park Cultural And Custodi	OH	\$256,796	President	\$3,000	\$3,621	2024
New Mexico Advocates For The Arts	NM	\$255,053	Director	\$10,460	\$13,199	2023
Ecoarts Of Lake County	CA	\$254,901	Executive Di	\$43,775	\$44,348	2023
New Orleans Academy Of Ophthalmology	LA	\$257,218	Executive Director	\$53,978	\$69,732	2023
Northwest Connecticut Arts Council Inc	CT	\$257,836	Executive Dir.	\$55,000	\$60,502	2023
Oconee Cultural Arts Foundation Inc	GA	\$254,029	Executive Di	\$11,735	\$13,446	2024
Lynn Music Foundation Inc	MA	\$257,919	President	\$10,785	\$11,371	2023
Brasarte The Damasceno Brazilian Cultural Exchange	CA	\$253,770	Executive Director	\$11,500	\$11,025	2025
Arts In Motion Studio West Michigan	MI	\$252,632	Executive Director	\$52,000	\$61,163	2024
Fire Island Artist Residency Incorporated	NY	\$252,169	Executive Director	\$48,500	\$49,942	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Elk River Arts & Lectures	MT	\$252,132	Executive Di	\$45,150	\$55,461	2024
Arts Center At Duck Creek Inc	NY	\$260,193	President	\$94,880	\$97,702	2024
Instituto Mazatlan Bellas Artes	CA	\$251,111	Secretary	\$35,664	\$36,130	2023
Waldos And Company	PA	\$251,012	Executive Dir.	\$24,000	\$27,274	2024
Canyon Cinema Foundation	CA	\$261,223	Executive Director	\$58,708	\$59,476	2023
Polk Arts Alliance Inc	FL	\$250,687	Executive Director	\$50,000	\$53,527	2024
Rockport Cultural Arts District	TX	\$261,701	Executive Director	\$76,000	\$89,193	2023
Avon Hills Folk School	MN	\$250,182	Executive Director	\$79,296	\$89,289	2024
Que-os	NC	\$261,808	Executive Director	\$79,186	\$90,836	2025
Arts For All Inc	NY	\$248,714	Executive Director	\$26,250	\$27,829	2023
Rhode Island Black Storytellers	RI	\$263,583	Executive Director	\$60,643	\$66,265	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 **300** organizations. Compensation range \$321–\$326,537; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$255,964); for reference, expenses \$218,336 and assets \$42,458.
ROLE MATCH	Franz Afracim Katzir, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 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	19 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	18 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 (Franz Afracim Katzir) 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 300 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,833 is reasonable (approximately the 19th 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.