

Augustana Arts Inc

Executive Director / CEO

EIN 841414051

CO · NTEE A600

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Sara Hare, Executive Director / CEO** (\$68,750) against **every comparable organization** that fit the selection criteria — **141** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

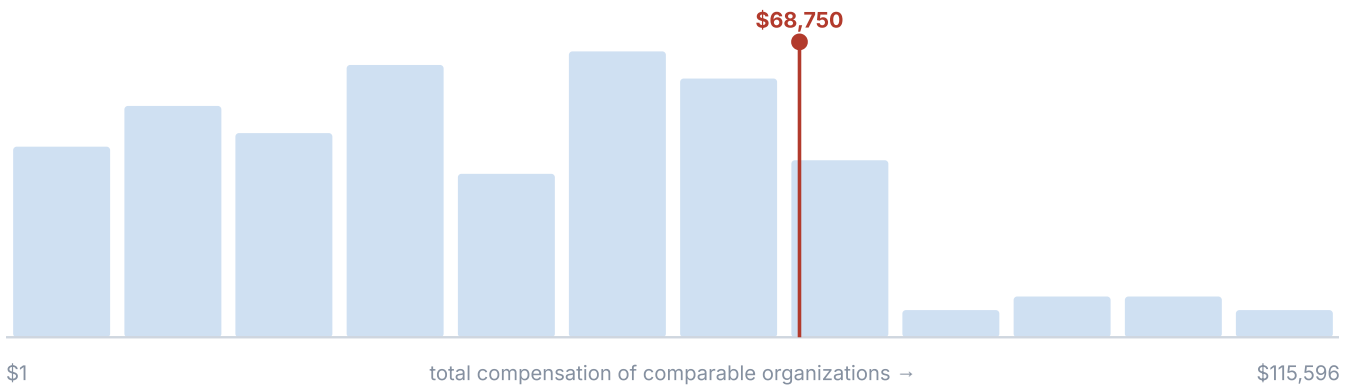
Benchmarked executive: Sara Hare — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A600).
BUDGET	Total revenue between \$165,694 and \$370,957 — 0.67x to 1.50x the subject's \$247,305 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.

141 organizations qualified on sector, size, and geography → **141** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,674	\$22,206	\$43,054	\$61,644	\$73,692	\$68,750
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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 CO 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
The Catamounts Nfp	CO	\$245,928	Artistic Director	\$26,725	\$27,432	2024
Center Stage Dance Studio	CA	\$248,693	President	\$6,171	\$5,704	2024
Puerto Rican Folkloric Dance Inc	TX	\$244,940	Executive & Artistic Director	\$55,125	\$60,772	2023
Push Physical Theatre Inc	NY	\$250,182	Ceo & Artistic Director	\$53,700	\$51,945	2024
Theatre Philadelphia	PA	\$244,133	Former Exec	\$50,043	\$54,999	2023
St Lou Fringe	MO	\$251,434	Executive Dir	\$64,995	\$73,692	2024
Performing Arts Association Of St Joseph Inc	MO	\$251,795	Executive Director	\$43,600	\$50,893	2023
Cepa Management Corporation	AL	\$251,818	Executive Di	\$43,548	\$50,362	2024
Artcore Inc	WY	\$253,622	Executive Director	\$19,800	\$22,111	2025
Dramaworks A Ca Nonprofit Benefit Corp	CA	\$239,759	Vice President	\$18,000	\$17,130	2023
The Beat Berkeley Performing Arts Inc	CA	\$256,115	Executive Dir.	\$28,789	\$27,398	2023
Cabot Community Association Inc	VT	\$256,308	Executive Director	\$11,990	\$12,919	2024
Deane Center For The Performing Arts Inc	PA	\$256,723	Executive Director	\$60,000	\$65,943	2023
Detroit Puppet Company	MI	\$237,682	Board Member	\$30,727	\$33,951	2024
Professional Theatre And Dance	IL	\$234,365	Artistic Dir	\$50,112	\$51,379	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Indigenouways Incorporated	NM	\$260,757	Executive Director	\$66,000	\$75,989	2024
Cerimon House	OR	\$233,601	Artistic Director	\$88,269	\$90,341	2023
Pegasus Musical Society	TX	\$233,365	Artistic Director	\$51,000	\$54,611	2024
Mountain Air Modern Dance	MT	\$262,198	President And Executive Director	\$53,422	\$61,644	2024
Innovation Arts Academy Inc	KY	\$262,338	Executive Director	\$18,000	\$20,701	2024
Columbia Basin Allied Arts	WA	\$231,970	Executive Di	\$40,126	\$38,457	2024
Bach Society Of Dayton Inc	OH	\$230,536	Music Director	\$15,000	\$16,569	2025
Encore Performing Arts	UT	\$264,181	Executive Team	\$7,650	\$8,381	2024
Columbus Music And Art Academy	OH	\$265,672	Exec Directo	\$79,500	\$90,137	2024
Theatre Nova	MI	\$266,152	President	\$39,658	\$45,113	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	141 organizations. Compensation range \$1–\$115,596; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$247,305); for reference, expenses \$258,065 and assets \$82,051.
ROLE MATCH	Sara Hare, reported title <i>"Executive Director"</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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	86 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	85 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 (Sara Hare) 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 141 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,750 is reasonable (approximately the 86th 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.