

Grupo Folkorico De Pueblo Inc

Executive Director / CEO

EIN 841572976

CO · NTEE A62

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sara M Roybal, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **303** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81st** percentile of comparable organizations

within the typical range

Benchmarked executive: Sara M Roybal — reported title “ARTISTIC DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A62).

BUDGET Total revenue between \$42,881 and \$96,003 — 0.67x to 1.50x the subject's \$64,002 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

303 organizations qualified on sector, size, and geography → **303** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,547

\$8,074

\$18,720

\$34,089

\$51,342

\$42,000



● 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
Culture Encounters	VA	\$64,009	Founderexecutive Director	\$1,000	\$1,007	2024
Center For Civil War Photograp	PA	\$63,774	Exec Director	\$5,400	\$5,616	2024
City First Foundation	IL	\$64,278	Ex. Director	\$54,000	\$55,365	2024
The Francis Poulenc Trio Inc	MD	\$63,664	Secretary/vice President	\$17,500	\$17,567	2023
Indianapolis Movement Arts Collective	IN	\$63,627	Director Of Movement Education	\$4,275	\$4,702	2024
Noontime Concerts	CA	\$63,570	Executive Director	\$103,757	\$96,197	2023
Chamber Music Society Of New Paltz Inc	NY	\$63,535	President	\$9,500	\$9,217	2023
National Humanities Alliance	DC	\$64,487	Executive Director	\$28,377	\$26,736	2023
Westminster Preservation Trust Inc	MD	\$63,453	President	\$13,000	\$12,675	2024
Mchenry Museum & Historical Society	CA	\$64,708	Officer	\$71,227	\$62,489	2025
Best Video Film And Cultural Center	CT	\$64,729	Executive Di	\$34,399	\$33,636	2024
The John P Parker Historical Society Inc	OH	\$63,235	Docent	\$10,179	\$11,576	2023
Maui Music Mission	HI	\$64,941	Ceo	\$7,277	\$6,995	2023
Korean Cultural Center Alaska	AK	\$64,956	President	\$5,050	\$5,035	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Bar Plan Foundation	MO	\$65,171	President	\$47,885	\$52,893	2024
Center For The Force Majeure Foundation	CA	\$65,233	Chairman	\$15,747	\$14,181	2024
The Krenov Foundation	CA	\$62,712	President	\$4,000	\$3,708	2023
Interior And Arctic Alaska Aeronautical Foundation	AK	\$65,366	Operations Director	\$29,959	\$29,871	2024
Early Era Collective	TX	\$62,422	Artistic Director	\$2,351	\$2,525	2023
Ruskin Art Club Inc	CA	\$62,321	Executive Dir.	\$33,662	\$30,314	2024
The National Foundation For Musical	MN	\$65,780	President	\$12,000	\$12,731	2023
Ss Columbia Project	NY	\$65,891	Chairwoman	\$20,000	\$19,405	2023
Hawaii Japanese Center	HI	\$61,982	President	\$24,700	\$23,062	2024
Centre Park Historic District Inc	PA	\$61,927	Executive Direc	\$18,000	\$18,720	2024
Reflections Of Manatee Inc	FL	\$61,848	Executive Director	\$5,000	\$5,044	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 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 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 303 organizations. Compensation range \$1–\$464,886; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$64,002); for reference, expenses \$95,651 and assets \$199,327. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Sara M Roybal, reported title "ARTISTIC DIRECTOR", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	81 st
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	73 rd

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 M Roybal) 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 303 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 81st 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.