

Aspireconservatory Of Fine & Performing Arts Inc

Executive Director / CEO

EIN 841978257

KY · NTEE A25

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Janet D Hartley, Executive Director / CEO** (\$47,709) against **every comparable organization** that fit the selection criteria — **158** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

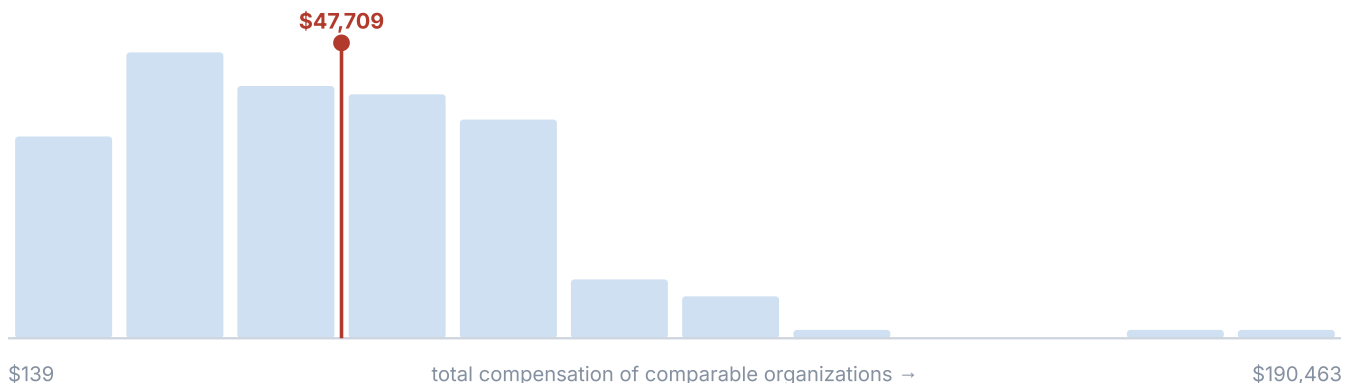
Benchmarked executive: Janet D Hartley — reported title “Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A25).
BUDGET	Total revenue between \$197,755 and \$442,735 — 0.67x to 1.50x the subject's \$295,157 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A25), nationwide + budget 0.67–1.5x revenue.

158 organizations qualified on sector, size, and geography → **158** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,508 10TH	\$23,293 25TH	\$43,053 MEDIAN	\$64,558 75TH	\$78,733 90TH	\$47,709 THIS ORG · 56TH
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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 KY 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
Cape Ann Art Haven Inc	MA	\$294,868	Executive Director/treasurer	\$60,000	\$50,185	2023
Embracing Our Differences	MI	\$294,840	Secretary	\$25,440	\$24,441	2023
Friends Of Mcgroarty Cultural Arts Cntr	CA	\$296,370	Executive Dir.	\$34,005	\$25,862	2025
Community Center For The Arts	IL	\$293,638	President, Executive Director	\$25,016	\$22,234	2024
Little Eagle Arts Foundation	WI	\$293,631	Executive Director	\$32,280	\$30,478	2024
Northeast Iowa School Of Music	IA	\$292,244	Board Member	\$144	\$139	2025
Union Hall	CO	\$292,190	Executive Di	\$52,832	\$45,800	2024
Summertime Gallery Inc	NY	\$300,481	Gallery Director	\$51,154	\$43,025	2023
Manship Artist Residence And Studios Inc	MA	\$287,794	President	\$38,000	\$31,784	2023
Northville Art House Inc	MI	\$287,460	Executive Di	\$70,000	\$65,321	2024
San Francisco Writers Conference	CA	\$286,328	President	\$18,000	\$14,052	2024
Oregon Arts Watch	OR	\$304,412	Executive Director	\$24,000	\$19,631	2025
Center For Architecture And Design	CA	\$285,759	Executive Director	\$11,142	\$8,955	2023
Lancaster Creative Factory	PA	\$284,765	Executive Director	\$25,000	\$23,205	2023
Art Explorers Inc	CA	\$305,597	Co Director	\$59,405	\$46,376	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bocon Inc	CA	\$305,928	Executive Dir.	\$83,499	\$65,185	2024
West Texas Conservatory	TX	\$283,329	President	\$46,928	\$43,693	2023
Nomadstudio Inc	FL	\$307,266	Executive Director	\$48,083	\$40,838	2024
Santa Theresa Tileworks (Imago Dei)	AZ	\$307,319	President	\$29,858	\$25,960	2024
Actors Garage	NY	\$308,152	Trustee	\$152,016	\$124,189	2024
National Conservatory Of Dramatic Arts	DC	\$308,410	President	\$34,706	\$27,534	2024
Junior High Incorporated	CA	\$281,645	Executive Director	\$32,000	\$24,982	2024
Milton Art Center Inc	MA	\$309,748	Executive Director	\$95,220	\$79,643	2023
Overflow Fine Arts Inc	FL	\$310,576	President	\$19,036	\$16,168	2024
Childrens Arts Guild	NY	\$310,730	Founding President And Ceo	\$100,000	\$84,108	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY cost of living and 2023 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 KY 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	158 organizations. Compensation range \$139–\$190,463; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$295,157); for reference, expenses \$255,404 and assets \$159,911.
ROLE MATCH	Janet D Hartley, reported title " <i>Treasurer</i> ", 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	3 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	56 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	54 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 (Janet D Hartley) 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 158 similarly situated organizations (Same NTEE sector (A25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,709 is reasonable (approximately the 56th 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.