

This analysis benchmarks the total compensation of **Santi Jaramillo, Executive Director / CEO** (\$75,000) against **every comparable organization** that fit the selection criteria — **100** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

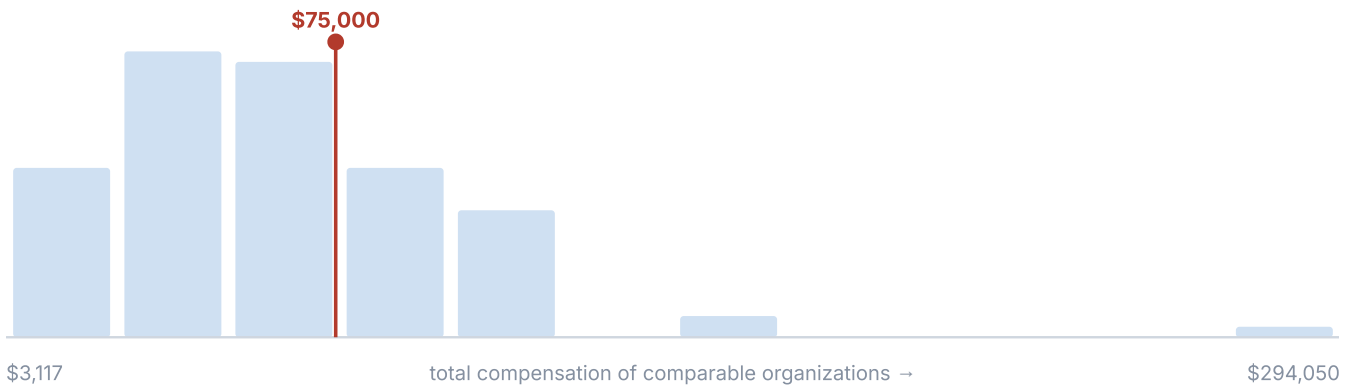
SECTOR Organizations sharing the subject's NTEE classification (A99).

BUDGET Total revenue between \$293,444 and \$656,965 — 0.67x to 1.50x the subject's \$437,977 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A99), nationwide + budget 0.67–1.5x revenue.

100 organizations qualified on sector, size, and geography → **100** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,887	\$40,341	\$63,533	\$82,163	\$110,370	\$75,000
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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
Arts Connect International Inc	MA	\$438,544	Co-director	\$72,808	\$70,248	2023
Outlinc Inc	NE	\$439,338	Executive Director	\$69,216	\$79,931	2023
Sculpture Tucson Org Inc	AZ	\$442,026	Executive Director	\$10,000	\$10,030	2024
The Jar	MA	\$432,651	Executive Director & Founder	\$110,000	\$106,132	2023
Lehi Arts Council	UT	\$443,321	President	\$12,000	\$12,808	2024
Chicago Dancemakers Forum	IL	\$431,745	Executive Dir.	\$79,928	\$81,948	2024
Sutter County Parent Network	CA	\$444,405	Co-executive Director	\$56,264	\$50,668	2024
Upbeat Music And Arts Center	IL	\$430,843	President	\$43,968	\$46,411	2023
The Society For Financial Awareness	CA	\$426,670	Coo	\$108,489	\$97,698	2024
San Angelo Broadway Academy Youth	TX	\$450,310	President	\$53,235	\$55,535	2024
Florida Insurance Fraud Education Committee	FL	\$424,014	Director (Compensated As Webmaster)	\$7,821	\$7,662	2024
Learning First Alliance	VA	\$422,999	Executive Director	\$114,920	\$115,719	2024
West Hartford Art League Inc	CT	\$419,447	Executive Di	\$70,079	\$66,759	2025
Women Wonder Writers	CA	\$460,237	Lead Instructor	\$42,317	\$39,234	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Story Collider Inc	NY	\$461,809	Executive Dir.	\$97,565	\$91,943	2024
Side Street Projects	CA	\$463,757	Executive Director	\$76,076	\$68,509	2024
American Women Artists	TN	\$464,067	Executive Director Until 11/08/2024	\$34,975	\$37,351	2025
Splashes Of Hope Inc	NY	\$409,705	Founder/ceo	\$80,000	\$75,390	2024
Mosaic Multicultural Foundation	WA	\$467,330	Vice President	\$119,319	\$111,408	2024
Creativeone Productions Inc	FL	\$408,596	President	\$66,000	\$66,570	2023
Women & Family Life Center Inc	CT	\$408,164	Executive Director	\$105,925	\$106,635	2023
The Word A Storytelling Sanctuary Inc	CO	\$470,305	Exec Dir	\$85,000	\$82,809	2025
Leadership Charlotte	NC	\$472,128	Executive Director	\$111,405	\$116,953	2025
Drumming For Your Life Institute	CA	\$473,746	President	\$51,200	\$47,469	2023
Carlton Landing Charitable Foundation	OK	\$397,725	Executive Dir. (Thru May)	\$9,000	\$10,641	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 **100** organizations. Compensation range \$3,117–\$294,050; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$437,977); for reference, expenses \$302,657 and assets \$180,034.
ROLE MATCH	Santi Jaramillo, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 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	65 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	61 st

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 (Santi Jaramillo) 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 100 similarly situated organizations (Same NTEE sector (A99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,000 is reasonable (approximately the 65th 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.